REPORT RESUMES

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REPORT ON PROGRESS IN 1965 ON THE STATUS OF WOMEN.
INTERDEPARTMENTAL COMM. ON THE STATUS OF WOMEN
CITIZENS ADVISORY COUNCIL ON THE STATUS OF WOMEN

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THE NATION'S CONCERN FOR THE STATUS OF WOMEN WAS RAPIDLY TRANSLATED INTO ACTION DURING 1965. PROGRESS WAS REPORTED IN THE AREAS OF EDUCATION, HOME AND COMMUNITY, EMPLOYMENT, LABOR STANDARDS, SECURITY OF BASIC INCOME, LEGAL STATUS OF WOMEN, AND THE POLITICAL AND SOCIAL ACTION OF WOMEN. THE ACCOMPLISHMENTS OF THE STATE COMMISSIONS ON THE STATUS OF WOMEN IN 45 STATES ARE BRIEFLY SUMMARIZED. UNPRECEDENTED PROGRESS WAS MADE IN THE 89TH CONGRESS WITH THE ENACTMENT OF LEGISLATION TOUCHING ON EVERY RECOMMENDATION IN THE AREA OF EDUCATION MADE BY THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. SIGNIFICANT ADVANCES WERE MADE IN HEALTH SERVICES, COMMUNITY SERVICES, CHILD CARE SERVICES, HOMEMAKER SERVICES, HOUSEHOLD EMPLOYMENT, AND MOBILIZATION OF VOLUNTEERS. ADVANCES IN EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN IN PRIVATE ENTERPRISE EQUALLED THOSE IN THE FEDERAL SPHERE IN 1964. THREE STATES -- DELAWARE, INDIANA, AND MARYLAND -- ENACTED MINIMUM WAGE LAWS FOR THE FIRST TIME. WOMEN IN THE STATE LEGISLATURES INCREASED FROM 328 IN 1961 TO 370 IN 1965. THIS DOCUMENT IS ALSO AVAILABLE AS GPO Y3.IN8/21--1/1965 FOR 45 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (FS)

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REPORT ON PROGRESS in 1965 on the STATUS OF WOMEN

Second Annual Report of Interdepartmental Committee
and Citizens' Advisory Council on the Status of Women
December 31, 1965

VT003505

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Director, Office of Economic Opportunity
Chairman, Equal Employment Opportunity Commission

The President
The White House
Washington, D.C.

Dear Mr. President:

On behalf of the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women, we are honored to submit to you this second annual report, in accordance with Executive Order 11126, as amended. The pace of progress in achieving "full partnership" for American women has been even swifter in 1965 than in 1964. Advances are outlined in the Introduction and detailed in the following sections of the report.

In addition to our appreciation of your great leadership, we are grateful to the many individuals and organizations whose efforts over the last fifty years have contributed so greatly to the achievements of the past few years.

Sincerely,

W. Willard Wirtz

W. Willard Wirtz
Chairman
Interdepartmental Committee
on the Status of Women

Margaret Hickey

Margaret Hickey
Chairman
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INTRODUCTION

The Nation's concern for the status of women translated rapidly into action during 1965.

Goals had been established earlier by the President's Commission on the Status of Women. They had been reaffirmed and carried forward by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

Forty-five State Commissions had been appointed by the end of 1965--12 more than in 1964. The entire climate of public opinion was conducive to direct and positive results. On a nationwide scale, public and private programs advanced the status of women, including the implementation of Title VII of the Civil Rights Act, forbidding discrimination in employment--a milestone of progress.

Through 25 reports to as many Governors, the 1,200 State Commission members analyzed the role of women in every aspect of national life. They uncovered the need for more educational and training opportunities for women. They promoted day care centers, homemaker projects, and vocational counseling. They recommended updating labor standards for women workers and action with respect to equal pay and antidiscrimination legislation. Ways of improving laws relating to civil and political status were suggested. They stressed programs for aiding the disadvantaged. They encouraged the participation of women in volunteer activities and in all facets of public life.

A summary of the second national conference of the State commissions in Washington, D. C., appears in the publication Progress and Prospects. Sponsored by the Interdepartmental Committee and the Citizens' Advisory

Council on the Status of Women, the July 1965 conference drew participants from 49 States and Canada. The President, the Vice President, and several Cabinet officers addressed the meeting, and Mrs. Johnson received the delegates.

An important concern of the conference was the implementation of Title VII. Its administration is of particular interest to Negro women, victimized in the past by both race and sex discrimination. This Title also received major attention from the Interdepartmental Committee and the Citizens' Advisory Council, who aided in developing guidelines for its interpretation. The Equal Employment Opportunity Commission adopted all but one of these recommendations.

It has just been learned as this publication goes to press that a Federal court has held for the first time that the Equal Protection Clause of the Fourteenth Amendment applies to discrimination against women. The three-judge Federal court in Alabama ruled that the State jury statute excluding women was in violation of the Fourteenth Amendment. The Federal Government, represented by the Attorney General, entered the case as plaintiff-intervenor.

This decision is a major step forward in realizing a most important and far-reaching recommendation of the President's Commission on the Status of Women.

Another major concern of the President's Commission--poverty--stimulated the active interest last year of a strengthened Committee and Council. Both the Chairman of the Equal Employment Opportunity Commission and the Director of the Office of Economic Opportunity were added to the Interdepartmental Committee. President Johnson also appointed four new members to the Citizens' Advisory Council: Mrs. Elizabeth Wickenden Goldschmidt, Dr. Rosemary Park, Mr. Edward A. Robie, and Dr. Anne Firor Scott.

Both the Interdepartmental Committee and the Citizens' Advisory Council encouraged full participation of disadvantaged women and girls in antipoverty programs. State Commissions also prompted volunteer organizations and individual women to share in worthwhile projects combating poverty.

The Neighborhood Youth Corps, the Job Corps, MDTA programs and basic adult education programs all opened up new vistas for seriously disadvantaged girls and women. They provided for women and men alike the essential steppingstones to employment and better jobs.

Women participated in, as well as benefited by, the year's breakthrough in education. Volunteer groups gave tangible evidence of a nationwide commitment to President Johnson's goal of full educational opportunity for every American.

Under the leadership of the First Lady, Project Head Start dramatized the effectiveness of preschool help for deprived children. The Elementary and Secondary Education Act and the Higher Education Act enlarged educational opportunities at higher levels. Programs which resulted utilized women in community programs to provide special assistance to students, particularly those with low incomes.

WICS--Women in Community Service--bridged a gap between government and the community. Formed last year by the National Council of Catholic Women, the National Council of Jewish Women, the National Council of Negro Women, and the United Church Women, WICS initially contracted to screen girls for Job Corps centers, then undertook a broader commitment. WICS is now responsible for providing continuing community service for each girl with an expressed interest in the Job Corps.

Other women's groups intensified and expanded their longstanding efforts to reach and help the disadvantaged. They included the AFL-CIO Auxiliaries, the American Home Economics Association, the Board of Missions of the Methodist Church, the Camp Fire Girls, the General Federation of Women's Clubs, the Girl Scouts, the National Extension Homemakers' Council, the National Federation of Business and Professional Women's Clubs, and the Young Women's Christian Association.

The report that follows summarizes significant accomplishments across the Nation. Each chapter is divided into two sections. The first reports the improvements brought about by the public sector of society. The second recounts the efforts of private agencies--volunteer organizations, service agencies, and professional societies. The second sections are based largely on replies to requests for information sent to the organizations listed in American Women that cooperated with the President's

Commission on the Status of Women. Finally, a separate chapter detailing some of the accomplishments of the States was developed from reports received from the State Commissions and from Regional Directors of the Women's Bureau.

Impressive as the record of progress is, many items of significance and many ongoing programs are not included here. Obviously it has not been feasible to tap all sources of information. Nor has it been possible to relate the story of progress in full. Particularly with respect to private organizations, the accomplishments noted must be considered illustrative.

Inclusion of an item of progress in this report does not imply that the work of the President's Commission, the State Commissions, or any other group is solely responsible for that achievement. Every major advance results from the work of many forces, sometimes over a period of many years. Yet it is clear that the activities of the President's Commission, the State Commissions, the Interdepartmental Committee and the Citizens' Advisory Council, the agencies of Government--both Federal and State--and the voluntary organizations have been highly influential in achieving the many important gains women have made in the past year.

EDUCATION

Unprecedented progress was made in the 89th Congress with the enactment of legislation touching on every recommendation in the area of education made by the President's Commission on the Status of Women--raising the level of educational opportunities for all, from the preschooler to the retired, from the illiterate to the graduate student. Recognizing education as the key to full participation in American life, the Commission gave first place to its recommendations on education.

As a nation we are now clearly committed to the goal of full educational opportunity as articulated in President Johnson's education message to the Congress in January 1965.

The Elementary and Secondary Education Act of 1965 is directed to the improvement of schools attended by children of very low-income families. Funds are available to broaden and strengthen elementary and secondary school programs, improve library and instructional materials, establish supplementary educational centers, expand educational research and training, and strengthen State departments of education. The appropriation for fiscal year 1966 is $975,000,000.

The Higher Education Act of 1965 is aimed at strengthening the educational resources of colleges and universities and providing financial assistance for college students. The Act authorizes grants to strengthen community service programs of colleges and universities--extension, continuing education and research; grants to college libraries; assistance to underdeveloped colleges to upgrade academic standards; student assistance programs, including scholarships, subsidized low-interest insured loans, expansion of the work-study projects, and liberalization in NDEA loans; a National Teachers Corps and fellowships to train elementary and secondary teachers; funds for teaching equipment, including closed circuit television; and expansion of the higher education facilities construction program. A total of nearly $190 million has been appropriated for fiscal year 1966. No funds were appropriated for the library assistance or teacher corps programs, however.

A wide range of programs is possible under the community service provisions of the Act. The legislative history makes it clear that an expansion of the role of the university far beyond the ordinary extension-type operation is contemplated. Thus, educational programs for women preparing to enter or reenter the labor force, courses to train subprofessional personnel in areas such as health or social work, and professional retraining or refresher courses are but a few of the possible activities eligible for funding. In addition, expanded student aid in the form of scholarships and insured low-interest loans should have a great impact on women's participation in higher education.

Several of the 1965 amendments to the Manpower Development and Training Act are especially helpful to women. The training time in basic education may now be combined with training time in occupational training, extending the maximum period for training allowance support from 52 to 104 weeks. The number of dependents who could be included in calculating the training allowance was increased from two to six dependents. More than one unemployed member of a family may, under the new amendments, receive a training allowance if the head of household is unemployed; and unemployed professional workers who meet certain requirements are eligible for refresher and reorientation educational courses to qualify for other employment in their professions.

Women constituted about 38 percent of the more than 370,000 men and women enrolled in Manpower Development and Training Act programs between August 1962, when training began, and December 31, 1965. The comparable percentage as of June 30, 1964, was 36.3 percent. Over 70 percent of the female enrollments have been in clerical, sales, and service occupations training programs. Women enrolled in occupational training courses under the Area Redevelopment Act between November 1961 and September 1, 1965, accounted for 54 percent of the total (47 percent as of June 30, 1964).

Economic Opportunity Act programs provided further educational opportunities for disadvantaged girls and women:

— The Job Corps centers for women, which provide basic education, training in homemaking skills, and vocational training, included 1,386 girls in five resident centers as of December 6, 1965 (16,000 boys were in the eight urban and 66 conservation centers, and the one State-operated one). Goals for June 30, 1966, are facilities for 4,200 girls and 36,000 boys. Representative Edith Green and the Interdepartmental Committee on the Status of Women both have strongly urged that the Job Corps include a more substantial proportion of girls.

— The Neighborhood Youth Corps provides basic education and work training opportunities for low-income youngsters living at home. As of November 30, 1965, 120,889 boys and girls were enrolled, of which 55,812--or 46.6 percent--were girls. Since the program began, contracts providing spaces for about half a million youngsters have been approved.

— The college work-study program provides grants to colleges and universities to give part-time jobs to students, particularly those from low-income families. At the end of the spring semester of 1965, the first semester in which grants were made, 38,015 students were participating of which 17,529, or 47 percent, were women. It is estimated that by the spring semester of 1966, a total of 151,000 students will be participating of which 47 percent are expected to be women. In the course of the 1965-66 school year, $55,710,000 in Federal funds will be spent by 1,143 institutions, providing employment for students.

— As of December 31, 1965, a total of 190,000 persons were enrolled in adult basic education programs financed under grants to States. Slightly more than half the adult students are women. The fiscal 1966 program, supported by $14 million in Federal funds, is for adults who need to learn reading and writing to find and hold jobs.

— Students loans under the National Defense Education Act in the 1964-65 school year went to 137,000 women, about 43 percent of all the borrowers. In the 1961-62 school year, 37 percent of the borrowers were women.

The appropriation for the Nurse Training Act for fiscal year 1966 is $28,475,000, including $8,900,000 for student loans, an increase of almost $7 million over the previous fiscal year when $21,660,000 was appropriated, including $3,100,000 for loans.

Of the 4,566,390 men and women enrolled in programs under the Vocational Educational Act in fiscal year 1965, 50.4 percent were women. This Act includes a work-study program for part-time employment of students with financial difficulties who are enrolled in vocational programs. Forty-three hundred students were involved in this program last summer in 16 participating States.

New approaches to counseling girls has been the subject of two regional conferences held by the Women's Bureau, Department of Labor; and the Office of Education, Department of Health, Education, and Welfare; and funded by the Office of Manpower, Policy, Evaluation, and Research--formerly the Office of Manpower, Automation, and Training, Department of Labor.

The Midwest Conference, held in Chicago, February 26 and 27, 1965, was attended by 114 participants from seven midwest States, including State and local school guidance personnel, employment service counselors, counselor-educators from the universities, representatives of national professional associations and youth-serving agencies, and chairmen or other representatives of State Commissions.

"New Approaches to Counseling Girls in the 1960's," the report of this Conference, includes guidelines for arranging conferences on this topic.

The Middle Atlantic Conference, held in Philadelphia on December 2, 3, and 4, 1965, was attended by 134 participants from six States and the District of Columbia, including representatives from the groups participating in the Midwest Conference. A report will be published by the Women's Bureau.

Project Cause II trained counselors, counselor-trainees, and community workers for work with low-income groups with the Employment Service, particularly the Neighborhood Youth Centers. This training, provided by the Bureau of Employment Security of the Department of Labor, was completed in 38 institutions by 1,558 persons, of whom 48 percent were women. In addition to training for persons with master's and bachelor's degrees in counseling and related fields, 150 high school graduates indigenous to low-income areas were trained as community workers in an experimental program. The Women's Bureau furnished kits of special materials for the trainees.

Resources for guidance counselors have increased. New Department of Labor publications include the following:

- The Women's Bureau published "Clerical Occupations for Women--Today and Tomorrow;" "Job Horizons for College Women in the 1960's;" "Future Jobs for High School Girls;" "New Approaches to Counseling Girls in the 1960's;" and "Job Training Suggestions for Women and Girls."

- The Bureau of Labor Statistics publications included an annotated bibliography, "Counselors' Guide to Occupational and other Manpower Information."

- The Bureau of Employment Security published a "Job Guide for Young Workers," and "Health Careers Guidebook."

The Women's Bureau cosponsored 13 conferences on the status of women, ranging from a three-day national meeting in collaboration with the National Council of Negro Women to a Des Moines area 1-day conference conducted jointly with the Iowa Governor's Commission on the Status of Women. Some of these covered the changing role of women in American society, with accent on her multiple role as homemaker, wage earner, and civic participant. Other conferences included one at Rutgers University, New Brunswick, New Jersey, on the subject of "Unions and the Changing Status of Women;" one at Toledo, Ohio (cosponsored with the YWCA, the Greater Toledo Chamber of Commerce, the Ohio Employment Service, and the University of Toledo), on the problems of mature women returning to the work force; and one at Southern Methodist University, Dallas, Texas, on the role of women. Seven conferences were cosponsored with State Commissions on the Status of Women.

In addition, the Women's Bureau staff participated actively in planning and carrying out a number of area meetings. Brief descriptions of some of these are included in the section on State Commission activities.

More than a third of a million dollars of scholarship funds, most of it earmarked for girls who want to study home economics or nursing, is given annually by the National Extension Homemakers Council, through its State and local councils. The Council is sponsored by the Extension Home Economists of the Department of Agriculture.

Extension Homemakers assisted Extension Service home economists in encouraging rural mothers to enroll their children in the Head Start program and taught homemaking skills to parents of Head Start children.

Consumer education and the role of women in community development were the subjects studied at the National Extension Homemakers Council annual conference at Purdue University in 1965, which was attended by 3,100 women.

Junior and community colleges, with approximately 50 institutions opening in the fall of 1965, now total 780. In the fall of 1965, enrollments in 2-year institutions were estimated at 1.1 million, slightly more than 1/3 being women. In the fall of 1964, enrollments totaled 992,000--620,000 men and 372,000 women (37 percent) according to the Office of Education.

The following studies are being financed by the Cooperative Research Program of the Office of Education: "Why Women Participate in Educational Programs of Voluntary Organizations," University of Chicago, Chicago, Ill.; "Preliminary Study of Professional Contributions and Productivity of Women with Doctorates," University of Illinois, Urbana, Ill.; "Intellectual, Social, and Cultural Environment of Private Junior Colleges for Women," Colby Junior College, New London, N.H.; and "Historical Study of Theories of Women's Education," Chatham College, Pittsburgh, Pa.

Trends in Educational Attainment of Women, the title of both a report and a one-page fact sheet published by the Women's Bureau, shows a very high correlation between educational attainment and labor-force participation rates of women, and spotlights the declining percentage of women receiving graduate degrees.

The Connecticut law that had banned information on birth control and had prevented the sale or use of contraceptive devices was voided by a Supreme Court decision handed down in June 1965 in the case of Griswold v. Connecticut. The American Civil Liberties Union had filed a brief as "Friend of the Court."

PRIVATE ORGANIZATIONS

The American Association of University Women, supported by a grant from the Department of Labor, provided, through its Adult Counselor Program, an opportunity for mature women to develop specialized techniques for counseling adult women. A book will be written on this subject. Each issue of "Women's Education," an AAUW periodical, carries information about programs of continuing education and reports of progress made by State Commissions on the Status of Women.

The AFL-CIO National Auxiliaries have included in their summer leadership training institutes programs on how to implement recommendations of American Women.

The American Nurses' Association has supported equal educational opportunity for all by distributing to deans and directors of schools of nursing resource materials on equal opportunity, including information on Title VI of the Civil Rights Act, lists of audio-visual aids in the field of human relations, and information on admission, enrollment, and graduation of Negroes in schools of nursing.

B'nai B'rith Women's chapters throughout the country have sought enlargement of educational opportunities for deprived children. Projects include tutoring deprived children, conducting remedial reading programs for children, collecting books to stock libraries, providing school lunches, and working with parents on ways to prevent their children from dropping out of school.

The Camp Fire Girls' Metropolitan Critical Area Project seeks to find ways of better serving girls in the inner city. New ways to recruit and train volunteers to work with the girls are being sought. The Project seeks volunteers from within the inner city and from beyond it. Intensive action-research programs are underway--with a grant from the Children's Bureau--in Boston, Mass.; Detroit, Mich.; and Washington, D.C. Research facilities of local universities are being used.

Twelve Councils, previously active in developing services for girls in low-income areas, have been given great freedom to adapt policies, practices, and program activities to meet such needs. Three seminars have been held for national and local staff.

The Los Angeles Area Council, the Queens, New York Council, and the Cleveland Council are engaged in special projects with low-income girls under grants from the National Institutes of Health, the Celanese Plastics Company, and a Cleveland foundation. Findings of all projects will be documented and shared with all Camp Fire Girl Councils, other youth organizations, and interested social agencies.

A major portion of the regular program of the Camp Fire Girls is directed to education for citizenship and home and family life.

Members of the Defense Advisory Committee on Women in the Services (DACOWITS) have given to high school girls all over the country information on career opportunities available in the military services.

Delta Sigma Theta Sorority sponsored a conference for Counselors of Minority Youth at the University of North Carolina at Greensboro near the end of 1964. Conference aims were fourfold: 1) to help a counselor recognize his own feelings and attitudes that affect his approach to counseling minority youth; 2) to point out ways a counselor can deal with his feelings in order to improve his counseling services; 3) to share successful experiences and techniques; and 4) to provide information to help interested persons improve their services to minority youth.

In Savannah, Georgia, the sorority sponsored adult education classes for the city's illiterates. Students were recruited from city and county employees, public housing tenants, welfare recipients, and employees of local industries.

Since 1963, the sorority has sponsored the Delta Teen-Lift, which takes culturally deprived youth from the rural areas of the south on cross-country bus tours to visit educational, business, industrial, and cultural institutions.

The Girl Scouts of America report the following special educational activities in addition to their ingoing program for girls:

- Special publicity about the facts of women's lives and the recommendations of the President's Commission on the Status of Women has been presented in all Girl Scout publications.

- Special consultations on career opportunities were a part of the Girl Scout senior roundup in July 1965, attended by nearly 9,000 senior Girl Scouts.

- Concentrated efforts to reach girls in deprived areas are being made in 50 Girl Scout councils in cities where substantial areas of deprivation exist.

- The national organization is recruiting and training women indigenous to these areas for volunteer leadership. These women are emerging not only as leaders of Girl Scout troops but as leaders in other activities in their neighborhoods.

- Area conferences emphasizing ways of reaching nonparticipating girls have been held in St. Petersburg, Fla.; Santa Fe, N.M.; and Pleasantville, N.Y.

— Materials designed for use in these special areas, such as interpretative pamphlets, pictures, exhibits, film strips, and promotional pieces, are being prepared in Spanish, as well as English.

Margaret Morrison Carnegie College has published "A Faculty-Student Dialogue on Group Guidance for Undergraduate Women," a report of a college conference held on April 30 and May 1, 1965, in which the Women's Bureau cooperated. The report includes a special section on the counseling of mature women.

The National Council of Administrative Women in Education published "Wanted: More Women in Educational Leadership," a report of a study which shows a decline in the percentages of women in college and university teaching and in all educational administrative positions and explores the reasons.

The National Council of Negro Women provided in the summer of 1964 an intensive 6-weeks course in mathematics for 10 Negro college girls who demonstrated exceptional mathematical ability. These students attended Southern colleges whose curricula did not include advanced work in mathematics. The girls lived together in a townhouse in New York and were offered a variety of cultural and recreational activities to broaden their interests. With the Council's assistance and guidance 8 of the 10 girls have received graduate fellowships in mathematics or jobs in industry utilizing their training. New York University and the College of the City of New York conducted the study program.

An affiliate of the National Council of Negro Women, Alpha Kappa Alpha Sorority, is sponsoring the Cleveland Job Corps.

The National Education Association in its recent report "Teacher Supply and Demand in Universities, Colleges, and Junior Colleges, 1963-64 and 1964-65," points out that women are not taking advanced degrees in the field where unfilled teaching positions predominate.

The National League for Nursing conducts regional forums and conferences throughout the country to help members keep abreast of rapid changes in the nursing profession. Financial aid is made available to graduate nurses who wish to continue their education in preparation for teaching, administrative, or other leadership positions in nursing. The League is actively supporting expansion and improvement of nursing education in junior and community colleges. Future Nurses Clubs are now organized in nearly 4,900 high schools of the United States with 2,267 clubs holding charters from the League as national sponsors of the movement. More than 70,000 inquiries about nursing as a career are answered every year from the League Headquarters.

Phi Chi Theta, a professional sorority to promote the cause of higher business education and training for women, includes in its Journal, Iris, information on graduate programs, management seminars, and special programs for mature women. A panel discussion on career development in which experts participated was taped and has been made available at a small rental fee. Chapters have sponsored professional programs for students in their areas, using this tape as program material.

The Unitarian Universalist Women's Federation has issued to its local organizations a program planner on "Lifetime Planning and Continuing Education for Women." The planner tells how to set up a program on continuing education that will stimulate interest and enable the local group to determine what steps it is ready to take to foster continuing education.

The University of California Extension has produced an excellent series of 12 half-hour television programs on "Choice: Challenge for Modern Women." A number of viewing discussion groups were organized by the university and by individual leaders when the programs were shown on the Los Angeles educational station in the fall of 1965. A Syllabus-Discussion Guide includes key questions for discussion, a summary of the presentations, biographies of speakers, and suggested readings. Video tapes may be rented from the University of California.

Women in Community Service (WICS), representing 27 million American women who are members of the National Council of Catholic Women, the National Council of Jewish Women, the National Council of Negro Women, and the United Church Women, is an effort of Government and organizations to break out of traditional ways of work and develop new approaches to hard core problems. WICS contracted to recruit girls for the Job Corps and has taken on additional responsibilities as well. WICS volunteers, working in teams,

- — seek out the girls who might best profit from this opportunity and explain the Job Corps to them, their families, and the community;
- — conduct initial interviews and arrange for screening to determine eligibility, the final selection being made by the Job Corps in Washington;
- — seek to help girls not selected by the Corps;
- — help those successfully graduated from the Corps to get jobs and readjust to community life when they get home.

WICS was organized after its member groups and the Young Women's Christian Association worked cooperatively to assure proper treatment of young people pursuing civil rights activities.

The Young Women's Christian Association reports the following projects furthering the education of women:

- Vistas for Women, a 2-year pilot project designed for the mature woman seeking to find her role in today's world was staged in five cities: White Plains, N.Y.; Asheville, N.C.; Duluth, Minn.; Seattle, Wash.; and Phoenix, Ariz. The projects revealed beyond question that unexpectedly large numbers of mature women are looking for satisfying experience--volunteer and professional--and that there was a need for a continuing program. Program guidelines are being prepared for use by local associations and in volunteer and staff training.

- The Job Corps center for women, which opened in Los Angeles in June 1965, is being operated by the Los Angeles YWCA.

- Active participation in poverty programs was reported by 136 associations in a survey during the summer of 1965 to which 200 responses were received.

- Pilot projects in literacy training for adult women are being undertaken by the YWCA under the direction of an expert. The findings of these projects will be made available as guides to local associations for similar training.

- An international training institute, attended by 48 volunteer and paid workers from 34 countries, was conducted by the YWCA's of the United States and Canada. The program dealt with the impact of urbanization on the lives of women, the new economic and social opportunities open to women, educational needs of women, child care, health and nutritional services, community services, community development programs, preparation for marriage and family life, and the role of women as volunteers and public servants. A generous foundation grant made this project possible.

Student summer projects of the YWCA for 1965 included:

- a summer camp in cooperation with the Albuquerque, N.M. YWCA for Anglo-Indian-Spanish-Negro girls, which provided children of both low-and middle-class backgrounds with a cross-cultural and interracial camp experience;

- in Yakima, Wash. a program of direct services to migrant families through home visits, tutoring, teaching health care, recreation, home improvement, and day care services;
- an Appalachian Project in Scotts Run, W. Va. involving tutorial, home visitation, recreation, and child care services and providing for the involvement of high school students in a work-study project;
- A Rosebud Indian Reservation, North Dakota project of the Student YMCA/YWCA where men and women students conducted an education survey to determine the number of school dropouts, and the number of persons between the ages of 16 and 35 who could benefit from continuing education opportunities.

Very significant and substantial opportunities for high-quality leadership training are made available to members and staff by practically all the organizations who responded to our request for information.

HOME AND COMMUNITY

Significant advances were made in health services, community services, child care services, homemaker services, household employment, and mobilization of volunteers--in practically all the areas of special concern to the Interdepartmental Committee and the Citizens' Advisory Council on the Status of Women.

The major provisions of Medicare legislation (the Social Security Amendments of 1965):

- establish a program of health insurance for the aged in two parts: protection against the costs of hospital and related care, and voluntary coverage for physicians' services and other specified medical and health services;
- improve and extend the Kerr-Mills medical assistance program for the aged to cover needy persons in all age groups receiving or eligible for public assistance payments, and other medically needy children at the State's option;
- increase authorization for Federal funds for maternal and child health, and crippled children's and child welfare services by $5 million for fiscal year 1966 and $10 million thereafter ($130 million appropriated for fiscal year 1966 with $7 million earmarked for child care);
- establish a program, to begin in fiscal year 1967, of grants to universities for the training of professional personnel for health and related care of crippled children, particularly mentally retarded, multiple-handicapped children;
- establish a 5-year $185 million program of project grants to State agencies or medical schools to provide health services--screening, diagnosis, preventive services treatment, correction of defects--for preschool and school-age children of low-income families ($15 million appropriated for fiscal year 1966);
- provide $2.75 million a year for fiscal year 1966 and 1967 to assist States to implement and follow up on mental retardation planning authorized under 1963 legislation ($2.75 million appropriated for fiscal year 1966);

- authorize a health study of children's emotional illnesses ($500,000 appropriated for fiscal year 1966).

Hospital and Medical Facilities Amendments of 1964 extend and revise the Hill-Burton hospital construction program; authorize an expanded 5-year $1.34 billion grant and loan program to aid new construction, modernization, and replacement of hospitals, long-term care facilities, public health centers, diagnostic and treatment centers, and rehabilitation facilities; and provide project grants to assist the development of comprehensive regional, metropolitan, or other local area plans for health facilities.

Appalachian Regional Development Act of 1965 provides funds for the construction, equipment, and operation of multicounty demonstration health facilities, including hospitals, regional health, diagnostic, and treatment centers in the Appalachian area.

Community Mental Health Centers Amendments of 1965 authorize Federal funds for staffing of community mental health centers ($19.5 million appropriated for fiscal year 1966).

Housing and Urban Redevelopment Act of 1965 gives greater flexibility in making housing available for low-income groups.

- A neighborhood facilities grant program will help build community centers, health stations, and other public facilities to house health, recreation, social, or other similar community services. Twelve million dollars has been appropriated for fiscal year 1966.
- Lease or purchase and rehabilitation of existing housing for low-rent purposes is authorized, in addition to construction of new housing.
- Rent supplements are designed to help bring good private housing within financial reach of low-income people. This program was authorized, but no appropriation was made.

Better treatment for mental illness and mental retardation provided by Public Law 88-156 and Public Law 88-164 of 1963 got under way. The two bills initiated more recent methods of dealing with mental illness and retardation with emphasis on making community-centered care and comprehensive services available under one roof. Appropriations were greatly increased for fiscal year 1966 with $22.5 million provided for grants to universities and to States for construction of facilities and $50 million appropriated for construction of mental health centers.

The Community Action Program, as of the end of December 1965, has made grants of $299,957,000 to 872 agencies including 623 community action agencies and 249 State and university action agencies. Community programs are geared to local needs. Components of programs usually relate to employment, job training and counseling, health, vocational rehabilitation, housing, home management, welfare, day care, or information centers. Fifty-one of these programs are headed by women.

Project Head Start, with its 13,300 individual centers serving 550,000 children during the summer of 1965, dramatized the urgent need for child care services to overcome the effects of early deprivation. The cost was over $82 million. As of December 1, 1965, 111 Head Start continuing programs with 45,000 children have been funded at a cost of $22 million--$150 million has been set aside by the Office of Economic Opportunity for this fiscal year.

The increase of $3 million in Federal aid available under Title V of the Social Security Act will help to provide more badly needed child care facilities in the 49 States participating in the program. The appropriation of $7 million for this fiscal year is still small, however, compared to need.

Child Care Arrangements of the Nation's Working Mothers, a preliminary report of a national survey cosponsored by the Children's Bureau and the Women's Bureau, showed that only 2 percent of the over 12 million children surveyed are in group care while their mothers work. Eight percent were expected to care for themselves and 13 percent were looked after by the mother while she worked. Five percent were cared for by a relative under 16.

The National Conference on Day Care Services sponsored by the Welfare Administration and two national agencies in May 1965 also stimulated interest in child care programs and emphasized the great need for expansion of services for children of working mothers. For fiscal year 1966, 16 State welfare departments planned for operation of day care centers, and 38 State welfare departments planned for use of family day care homes.

A reporting system on day care services inaugurated by the Children's Bureau will provide information concerning the number of licensed day care facilities in the nation, including both day care centers and family day care homes. Data will also be secured as to the number of children served and the number served through day care programs of public welfare agencies.

The aged poor, under a new program of the Office of Economic Opportunity, will give assistance to the nation's most cruelly deprived--neglected babies, retarded children, the homebound sick, and the elderly. They will work with infants and older children in institutions and will be trained as home-help aides to bring help and comfort to the bedridden, sick, and disabled. Forty-one million dollars will be distributed to local community agencies and institutions, who will operate the services in close cooperation with the Department of Health, Education, and Welfare. The initial program will employ 17,600 elderly Americans of low income.

The Cooperative Extension Service of the U.S. Department of Agriculture is presently directing much effort toward the solution of problems of disadvantaged families in both rural and urban areas. Its informal educational program in home economics begins with instruction that will help solve problems the homemaker herself recognizes. Over a period of time, consumer education (including money management), housekeeping skills, child care, clothing care and construction, nutrition, and management of time and energy are included in the lessons taught.

Carefully evaluated pilot projects in many rural areas, towns, and cities have demonstrated the effectiveness of this program in restoring the self-respect of discouraged, despondent homemakers, of raising their aspirations for their children and themselves, and of helping them relate to the larger community. In many cases it has resulted in women's developing enough courage to seek and secure employment or to undertake vocational training that leads to employment.

Efforts to raise the status of household employment were helped greatly by President Johnson's launching of a Job Development Program in Service and Related Fields on February 1, 1965. He called for increased training of workers and exploration of new ways of providing home and community services and pointed up two basic problems--low wages and attitudes denying dignity to service work.

Almost simultaneous with the President's announcement, 14 private organizations, drawn together by shared convictions as to the urgency of raising the status of household employment, met and made plans for a National Committee on Household Employment. The decision to join forces grew out of two consultations on private-household employment sponsored by the Women's Bureau.

The organizations now making up the Committee are: Altrusa International, Inc., American Home Economics Association, American Nurses' Association, American Public Welfare Association, American Woman's Association, Women's Division of the Board of Missions of the Methodist Church, National Association of Colored Women's Clubs, National Association of Extension Home Economists, National Consumers League, National Council of Catholic Women, National Council of Jewish Women, National Council of Negro Women, National Federation of Settlements and Neighborhood Centers, United Church Women, Young Women's Christian Association, and Zonta International.

The Committee is making a survey in more than 60 cities to ascertain attitudes of employers and employees and problems as they see them. Recommendations for action will be developed after study of the survey. Funds for a very small staff have been secured from several private organizations.

The Committee also has an experimental and demonstration project proposal under active consideration for funding under the Manpower Development and Training Act.

To date there have been approximately 30 training programs for private-household workers under the Manpower Development and Training Act and a few under the Area Redevelopment Act. Many have been conducted by local welfare departments, and some have been sponsored by the local employment service and other service clubs.

Requirements for loans from the Small Business Administration have been eased, under the aegis of the Job Development Program, for establishment of household placement businesses.

Some private firms are functioning as home-maintenance service businesses in various parts of the country, training or retraining their employees and assuming responsibility for social security and insurance.

Consumer interests of women were furthered by several national developments and legislation in a number of States.

- The Most for Their Money, a report of a panel appointed by the President's Consumer Adviser to study the special problems of the poor in the marketplace, concludes that the poor do pay more. The panel analyzed problems and made recommendations--stressing the need for more consumer education at all levels and through multiple avenues. Appendix III lists Federal grants and financial assistance programs available for consumer education.

- A total of 17 grants for consumer education, totaling over $893, 000, has been made to communities by the Office of Economic Opportunity.

- State and local food and drug programs were the subject of a comprehensive study made by an independent, nonprofit research organization and financed by Federal funds in order to pinpoint areas needful of improvement in the interest of consumer protection.

- A special Consumer Complaints Department has been established by the Federal Trade Commission in the District of Columbia.

- The National Power Survey was released by the Federal Power Commission, providing the first comprehensive study of U. S. power in history, with recommendations for saving $11 billion for American consumers by 1980.

- Interstate telephone rates after 8:00 p. m. were reduced by the Federal Communications Commission, with an estimated savings of $100 million a year.

- Domestic air fares, air cargo rates, and transatlantic fares were reduced by the Civil Aeronautics Board, with an eventual saving of over $50 million annually.

- Excise tax cuts of $4 billion are largely being passed on to the consumer.

- Hearings on food prices are being held by the National Food Marketing Commission. The widening spread between what the farmer receives and what the consumer pays is being explored. Witnesses for consumer interests have been heard.

Consumer legislation was strengthened or enacted in the States in these areas:

- overall consumer protection--Oregon

- deceptive advertising--California, Delaware, Illinois, Nevada, and New Mexico

- regulation of financing of installment buying--California, Colorado, Illinois, Nebraska, Nevada, and New Mexico

- weights and measures--Montana and Pennsylvania

- packaging--Massachusetts

- uniform credit code--Kansas

The first annual Minnesota Consumer Congress, held on October 30, 1965, was recommended by the Governor's Commission on the Status of Women which co-sponsored it with the Minnesota Council on the Status of Women. Consumer education was the theme.

The Migrant Health Program of the Public Health Service includes projects to assure comprehensive medical, dental, and nursing services through family health service clinics. A program to educate the community to acceptance of the migrants and to educate the migrants to improve their health practices is included.

The Perinatal Research Operation of the National Institute of Neurological Diseases and Blindness is an intensive study of the prenatal and postnatal experience of more than 50,000 mothers. It has already yielded new understandings of the causes of birth defects and other problems.

In vocational rehabilitation programs under the Office of Vocational Rehabilitation, close to 40 percent of the estimated more than 130,000 rehabilitated in the fiscal year 1965 were women. In 1950 only one-third of those rehabilitated were women.

Volunteers in Service to America (VISTA), sometimes called the domestic Peace Corps, is recruiting volunteers from among all groups to work with migrant laborers, on Indian reservations, in urban and rural community action programs, in slum areas, hospitals, schools, and in institutions for the mentally ill and retarded. Of the 1,448 members of VISTA, approximately 887 (60 percent) are women. The oldest volunteer is Alta B. Wolcott, who is 82 years old.

Homemaker programs have had a remarkable growth--from 303 in October 1963 to 550 in October 1965. These programs are designed to furnish, for varying periods of time, assistance in the home that will help maintain and preserve family life threatened with disruption by illness, death, ignorance, social maladjustment, or other problems. The availability of funds under the Economic Opportunity Act, of increased Federal matching funds for social services, and of increased funds for training contributed to this growth, as did greater public concern for low-income families.

PRIVATE ORGANIZATIONS

The Detroit chapter of the American Civil Liberties Union has been successful in stopping "middle-of-the-night" raids by welfare officials on the homes of welfare recipients in an attempt to locate unreported fathers. The Union regards such raids as deleterious to children, an invasion of privacy, and a violation of the Fourth Amendment's prohibition against illegal search and seizure. Detroit's Corporation Counsel agreed. ACLU affiliates in Northern California are also protesting such raids.

The American Home Economics Association has recently strongly endorsed a minimum adequate level of living for public assistance recipients and has actively supported day care legislation.

The Association held a week-long national workshop "Working with Low-Income Families." As a result, 41 State and area workshops of this type have been scheduled. The Association is working with the American Library Association to make libraries focal points of consumer information.

B'nai B'rith chapters have furnished volunteers throughout the country for Head Start programs and have worked in prenatal clinics. They have run a free lunch program in Dallas, and set up food pantries in Southern California to collect food and clothing for the poor. The organization has launched a major program "Tele-Pal" to arrange for daily calls on a one-to-one basis to older members who are infirm or live alone. Consumer education has become an important concern in the past year.

The National Council of Jewish Women has projects in more than 30 cities for preschool disadvantaged youth. In some cities the Council runs the schools; in others it has persuaded boards of education to establish classes and Council members serve as volunteers, teacher aides, and in other capacities.

The Senior Service Corps launched by the Council to enable older people to use their talents in satisfying volunteer work has 15 pilot programs. The Council encourages cooperation of other groups, and many of the groups are cosponsored. "Learning is Living," a manual dedicated to the proposition that leisure time spent at Council-sponsored golden age clubs should not be filled with recreation only, is also a contribution to the objectives of the Senior Service Corps.

The National Council of Negro Women

— is operating day care centers in Brooklyn, N.Y.; Philadelphia, Pa.; Greensboro, N.C.; and--with the National Council of Jewish Women--in Hackensack, N.J.

— is organizing a preschool educational facility as a part of Bethune House, in Washington, D.C., a middle-income 43-unit apartment house sponsored by the Educational Foundation of the Council.

— conducted a Project Head Start program through its North Queens Council in New York City.

— provides women volunteers to work with "Friends of the Juvenile Court" in Washington, D.C., organized to assure friendly interest in the youths brought before the Court and their families and to facilitate their use of community resources.

Women in Community Service (WICS), a new development in volunteer organizations, is discussed on page 13 under Education since it is so closely tied in with women in the Job Corps. It is, however, of equal interest as a development in volunteer service.

The Young Women's Christian Association has been training 200 volunteers to give leadership courses for other volunteers. They are being prepared, through seminars and institutes, to develop curricula and teach administrative and program volunteers in a wide variety of settings, groupings, and subjects.

EMPLOYMENT

Signal advances in equal employment opportunity for women in private enterprise dominated the story of progress in 1965, as similar growth in opportunity in the Federal sphere had been the news the preceding year.

The major developments in private employment were: the issuance by the Equal Employment Opportunity Commission of wise guidelines based on sound principle; the enactment of legislation in eight States prohibiting discrimination in employment because of sex; and the recommendation of the Interdepartmental Committee and the Citizens' Advisory Council on the Status of Women that discrimination because of sex, as well as discrimination because of race, color, and creed, be prohibited in a model law being drafted by the Commissioners on Uniform Laws. The President's words and deeds continued to be the major influence in Federal employment.

Guidelines for the application of Title VII of the Civil Rights Act to discrimination in employment because of sex were issued by the Equal Employment Opportunity Commission. Title VII, which became effective July 2, 1965, prohibits discrimination in employment on the basis of sex, as well as on the basis of race, color, religion, and national origin.

The implementation of Title VII was unquestionably the most important development of the year with respect to the employment of women.

The Commission, in its guidelines, announced that it would interpret narrowly the provision permitting exceptions "in those certain instances where . . . sex . . . is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise. . . ." Exceptions will not be allowed that are based on stereotypes of characteristics of the sexes; the preferences of the employer, coworkers, clients, or customers; or assumptions of the comparative characteristics of women (or men) in general.

The guidelines of the Commission will not, in effect, permit classification of jobs as male or female, or maintenance of separate lines of progression, or separate seniority lists. Employers may not forbid or restrict the employment of married women unless such rules also apply to married men.

The Citizens' Advisory Council on the Status of Women assisted the Equal Employment Opportunity Commission by drawing up a policy paper setting forth suggested interpretations of the issues involved in Title VII. The Interdepartmental Committee endorsed the paper, and the EEOC, in its guidelines, generally adopted the proposals recommended, with the exception of one which would have prohibited the press from listing "job wanted" ads in separate columns for men and women. The EEOC decided to allow employers to continue, on a temporary basis, to advertise job openings in newspapers that publish separate columns for the convenience of readers, announcing however that this decision will be open to later review.

Complaints under Title VII numbered 3,263 as of December 31, 1965, of which 551 alleged discrimination because of sex. In addition, 60 percent of the complaints alleging race discrimination were brought by women, and some of these also alleged discrimination on the basis of sex.

Discrimination in employment based on sex was prohibited by law in eight States during the past year and by regulation of the Board of Commissioners of the District of Columbia. Eleven jurisdictions now have such legislation--Arizona, District of Columbia, Hawaii, Maryland, Massachusetts, Missouri, Nebraska, New York, Utah, Wisconsin, and Wyoming.

Missouri amended its equal pay act to direct its Industrial Commission to carry on a continuing program of education, information, study, and community organization concerning the problems of female employees in seeking, obtaining, and holding employment without discrimination on account of sex, and to recommend to the Governor any specific proposals for the elimination in employment of discrimination based solely on sex.

The reporter-draftsman preparing a proposed Uniform Civil Rights Act for the consideration of the National Conference of Commissioners on Uniform State Laws, asked the opinion of the Interdepartmental Committee on the Status of Women on the advisability of including a prohibition of discrimination in employment on the basis of sex. Acting on the advice of the Citizens' Advisory Council on the Status of Women, the Interdepartmental Committee on the Status of Women replied through its Chairman, Secretary W. Willard Wirtz, that the Committee recommended that such a prohibition be included.

The President continued to set an excellent example for Federal and other employers by appointing 52 capable women to Federal posts since our last report, bringing his total appointments from January 1964 to September 30, 1965, to 120. Of particular note were the naming of Mrs. Patricia Harris as Ambassador to Luxembourg; Mrs. Eugenie Moore Anderson, U.S. Representative on the Trusteeship Council of the United Nations; Mrs. Aileen Hernandez, Member, Equal Employment Opportunity Commission; and Dr. Penelope H. Thunberg, Member, Tariff Commission. Under the leadership of the Interdepartmental Committee and the Citizens' Advisory Council on the Status of Women, the Federal Government is vigorously pursuing a nondiscriminatory employment policy.

Federal agencies between January 1964 and September 30, 1965, appointed 889 women and promoted 2,698 to positions at salary levels of $10,600 and above. Significant breakthroughs were made in 1965 in the appointments of Dr. Regina Goff, the first woman to be Assistant Commissioner of Education, and Miss Irene Parsons, first Assistant Administrator of the Veterans' Administration.

Women appointed from the Federal Service Entrance Examination in 1965 made up 26.7 percent of the 8,106 appointments from that examination. The names of women certified to appointing officers for consideration made up 29.3 percent of the 123,556 names submitted. The comparable figures in 1964 were 22.0 percent of appointments and 25.6 percent of certifications. For the 12 months ending October 1961, a period when appointing officers had been able to ask that certification be limited to one sex and when there had been no special emphasis on equal opportunity for women, only 14.9 percent of the appointments went to women. This examination is of particular importance, because it is the chief avenue through which the Federal Government hires people of college caliber for professional and administrative careers.

Section 165 of the Revised Statutes was repealed by Public Law 89-261 of October 19, 1965, resulting from a bill introduced by Representative Edith Green, a member of the President's Commission on the Status of Women. Section 165 had been held, by an opinion of the Attorney General in 1933, to give Federal appointing officers the right to consider only men or only women for appointment.

The first integrated program for part-time employment of women in professional and technical jobs was inaugurated by the Atomic Energy Commission. The agency is well pleased with the quality of the applicants. About 38 women are now on the payroll stationed at Los Alamos, N.M.; New York, N.Y.; Oak Ridge, Tenn.; and the Germantown, Md. headquarters. Included in the group are several historians, lawyers, and a physicist. Women with administrative skills are employed in personnel, public information, licensing, finance, security, and technical information. This group of employees is considered a reserve; many of them will eventually become full-time employees. The Commission plans to hire about 25 part-time women employees each year. The National Institutes of Health, which has an excellent record in utilization of part-time employees, reported 111 women employed part-time in professional, administrative, and technical positions plus 13 in subprofessional categories.

Women in the Army will have increased opportunities as a result of several important changes in policy. Women lawyers and scientists will have greater career opportunities with the Judge Advocate and the scientific corps of the Army. Enlisted women will be automatically referred to all positions which can be performed by either men or women. Heretofore the installation requesting personnel could specify male or female. Eleven additional military occupational specialists in technical fields have been authorized for the Women's Army Corps.

"Professional Nurse," an Army recruiting publicity film was judged the best of 44 competitive films in the guidance, personnel, and vocational category at the American Film Festival.

Income of employed wives will be given more consideration by the Federal Housing Administration in qualifying married couples for mortgage insurance and payments.

Research on absenteeism and labor turnover is summarized in a new Women's Bureau publication, "What About Women's Absenteeism and Labor Turnover?" It cites a surprising finding of the Public Health Service study of worktime lost because of illness or injury between July 1963 and June 1964. The study shows an average of 5.4 days lost by women and 5.6 days lost by men.

The Health of Women Who Work, published by the U.S. Department of Health, Education, and Welfare in 1965, includes information on health standards and services needed by women workers.

The number of employed women increased by 1.4 million--a rise of 5.7 percent--between December 1964 and December 1965. Employed men increased by 970,000--or 2.1 percent--during this period. As of December 1965, 27.3 million women were in the civilian labor force. Of all women aged 18-64, 46.2 percent were gainfully employed or actively seeking work. Women now represent 36 percent of all workers.

The unemployment rate of women (seasonally adjusted) dropped from 6.1 to 5.1 percent between December 1964 and December 1965, but was still almost half again as high as that of men. The rate for men during this period dropped from 4.3 to 3.5 percent. Nonwhite women continued to be the most disadvantaged group. Although their employment rate dropped from 8.8 to 8.4 percent between December 1964 and December 1965, it was still almost two-thirds more than that of white women--which was 3.6 percent in December 1965, and substantially higher than that of nonwhite men--which was 6.2 percent at this time. The unemployment rate of women heads of families was 6.2 percent in March 1964 (the latest date for which such data are available) as compared with 3.4 percent for the heads of husband-wife families.

PRIVATE ORGANIZATIONS

The Administrative Management Society in the May 1965 issue of their journal Administrative Management had an article on "Women Administrators at Work," with photographs of women executives.

The American Nurses' Association published "The Nation's Nurses," an inventory of the nation's professional registered nurses.

The American Stock Exchange admitted two Washington, D.C. women brokers, Mrs. Phyllis S. Peterson and Mrs. Julia M. Walsh, to membership. They are the first women members of a major exchange since the founding of the New York Stock Exchange in 1792.

The General Federation of Women's Clubs continued its campaign to eliminate "male" and "female" columns in help wanted ads.

Attitudes toward women executives is the subject of an article in the Harvard Business Review for July-August 1965, titled "Are Women Executives People?" It includes results of a survey of attitudes of 2,000 executives about women in business. While the absolute number of women executives has increased dramatically since 1950, the proportion of female to male executives has not increased appreciably. More than 80 percent of the men and of the women in the sample believed that the administration of Title VII of the Civil Rights Act, rather than its provisions, will determine its impact.

The March-April issue of the Review included an article titled "Ethnics in Executive Selection," which discusses, among other things, the subtle but prevalent criteria used in the selection of top executives.

The National Council of Women maintains and makes available to offices of the Federal Government a Register of Women Qualified for Appointive Office.

Included in the Council's annual meeting in New York was a 1-day conference on October 12, 1965, on issues relating to the application of Title VII of the Civil Rights Act to discrimination in employment because of sex.

The National Federation of Business and Professional Women's Clubs has energetically and systematically participated in President Johnson's search for talented women to consider for appointment.

The National League for Nursing has undertaken a long-range Nurse Career-Pattern Study to follow nursing students through a 15-year period following entrance into nursing school.

Quota International has, as an area for action in its program-guide for local chapters, the promotion of fair employment standards for the women in the community.

LABOR STANDARDS

Minimum wage legislation is of special importance in improving the economic status of women, since women are heavily concentrated in low-wage employment. The President's Commission recommended extension of coverage of the Federal Fair Labor Standards Act and enactment or amendment of State legislation to cover all types of employment and to provide minimum wage and premium pay provisions approximating those of the Federal law.

Only slightly more than half of all women in nonsupervisory jobs in private industry are now protected by the Federal Fair Labor Standards Act. It is estimated that approximately another 20 percent have only State minimum wage coverage, and about 30 percent are not covered by either the Federal act or State legislation.

Recent studies indicate the continued prevalence in many parts of the country of very low wage payments to women, many of whom are the heads of families or are married to men whose income is inadequate for family support.

Amendments to the Federal Fair Labor Standards Act, submitted by the Administration in 1965, would extend coverage to 4.6 million additional workers (42 percent of them women) and would require the payment of double time for work in excess of 48 hours a week, with this figure being reduced 1 hour each year for 3 years so that double time would be required after 45 hours a week.

Hearings were held in the Senate and the House and the House Committee reported its own bill, H.R. 10518. It would extend minimum wage protection to 7.9 million workers and increase the minimum wage in a series of steps to $1.75 an hour by July 1968 for the 30 million presently covered workers and by July 1970 for the 6.6 million newly covered nonfarm workers. The minimum wage for newly covered farm workers would become $1.25 an hour beginning July 1968. Consideration will be resumed in the second session.

Minimum wage legislation by the States made 1965 a highpoint in the history of minimum wage legislation. State Commissions on the Status of Women and women's organizations lent substantial support in making this a memorable year.

Three States--Delaware, Indiana, and Maryland--enacted minimum wage laws for the first time. All apply to men and women and all set a statutory rate of $1.00 an hour. One State--Oklahoma--with a wage board law applicable to females enacted a new law setting a statutory rate of $1.00 an hour applicable to men and women.

Six States amended their laws to increase the basic minimum. Maine (in two steps), Nevada, and Vermont increased their statutory rates to $1.25 an hour; North Carolina and Wyoming to $1.00; and New Mexico to 90¢. Two States--Nevada and North Dakota--extended coverage to men. One State--Maine--amended its law to provide for the payment of time-and-a-half the regular rate for hours worked over 48 a week. Also the amendment in Maine extended coverage to nursing homes and hospitals; in North Dakota, to agriculture and domestic service.

Twenty-two States, the District of Columbia, and Puerto Rico have laws in effect which provide for the setting of minimum wage rates by wage board procedure. Since October 1964, minimum wage rates have been increased in a total of 39 wage orders in 10 jurisdictions. Twenty-six of these orders established minimum wage rates of $1.25 or $1.30; nine for $1.00 to $1.15; and four for 70¢-95¢.

Half of the orders in which minimum wage rates were increased affected the five major occupations or industries in which a large number of women are employed.

Women's hour laws were amended in six States. In general these amendments, as in the preceding years, continued a trend towards greater flexibility in the provisions of maximum hour standards:

— California added clinical laboratory bioanalysts and surgical technicians or inhalation therapists in hospitals to occupations to which provisions of the maximum hour law do not apply during an emergency, provided the overtime rate is paid for hours worked in excess of the maximum.

— Massachusetts provided for the employment of women 21 years and over after 11 p.m. and before 6 a.m. in manufacturing and mechanical establishments under certain conditions specified in the amendment. Previously such employment was prohibited. Massachusetts also extended until July 1, 1967, a law permitting dispensation of certain requirements as to hours and other conditions when an emergency or conditions of hardship exist.

— New York amended its law relating to working hours of women in factories to provide that, under specified conditions, the commissioner may issue permits authorizing the employment of women 21 years of age and over in factories beyond the maximum (8-48) hours for not more than 8 weeks in the last 6 months of the calendar year. New York also extended until July 1, 1968, the law permitting females and minors dispensation from certain legal requirement as to hours and other conditions when a defense emergency exists. Previously this law had been extended on a year-to-year basis.

— North Carolina amended the 9-hours-a-day, 48-hours-a-week law to exempt from coverage of the law females employed in fruit and vegetable processing plants.

— Pennsylvania and Washington amended their hours laws to exempt from coverage women employed in executive, administrative, and professional positions in line with a recommendation of the President's Commission on the Status of Women.

— The Ohio legislature requested the Legislative Service Commission to study the hours and conditions of employment of women and minors to recommend revisions necessary to create a flexible and modern body of law to encourage job opportunities as well as provide for the well-being of employed women and minors. The Commission is to report its findings and recommendations to the next General Assembly.

Premium pay for overtime has been a subject of much interest, and some progress has been made in enactment of new provisions. The President's Commission on the Status of Women gave considerable attention to the desirability of measures to deter excessive hours of work for all workers. It concluded that the best way to do so "is by broad and effective minimum wage coverage, both Federal and State, providing overtime of at least time-and-a-half the regular rate for all hours in excess of 8 a day or 40 hours a week." It had taken the position that the enactment of premium pay provisions for overtime ultimately should replace statutory maximum hours laws usually applicable to women only, but that "until such time as this goal is attained, State legislation limiting maximum hours of work for women should be maintained, strengthened, and expanded."

The passage of Title VII of the Civil Rights Act, prohibiting discrimination in employment on the basis of sex, has brought to the Equal Employment Opportunity Commission, which administers this Act, a number of complaints from women that several of the hours laws now on the State books deprive them of opportunities for employment. This question ultimately will be settled in the courts. The posing of this problem, however, has brought about mounting interest on the part of State Commissions and other groups in the amendment or introduction of State minimum wage legislation to include premium pay for overtime applicable alike to men and women. In some States the question is being raised as to whether hours laws might appropriately be amended to require that both men and women be paid at least time-and-a-half the regular rate of pay for overtime instead of setting maximum hourly limits as a number of States laws now do.

The 1965 amendment to the Maine minimum wage law requires the payment of time-and-one-half the employee's regular hourly rate of pay for hours worked in excess of 48 hours a week. The Delaware law enacted in 1965 authorizes the Department of Labor to require overtime pay by regulation. North Dakota in 1965 amended its law to provide that "no order of the Commissioner shall permit the employment of any employee for more hours per day or week than the maximum fixed by this chapter."

Of the 39 minimum wage orders raising minimum wage rates during the course of the past year, over half included overtime pay requirements. Wage orders require the payment of time-and-a-half the employee's regular rate for hours after 40 a week in Massachusetts and in Oregon. The wage orders in the District of Columbia require premium pay for hours in excess of 40 a week. Also wage orders in Puerto Rico require payment of an overtime rate for hours over 44 or 48 a week.

Complaints of violation of the Federal Equal Pay Act totaled 500 as of December 31, 1965. Full-scale investigations were completed in about 400 establishments involved in these equal pay complaints. In addition, a check was made for compliance with the equal pay standard in each investigation made under the Fair Labor Standards Act. To date, a total of almost $1 million in underpayments under the equal pay provision has been found involving more than 3,500 workers.

Equal pay laws were enacted in North Dakota, Oklahoma, and West Virginia; and amendments to existing laws were made by California, Maine, New York, and Rhode Island. In addition, Maryland, Nebraska, and Utah (States with no equal pay law) included in their fair employment practices laws provisions to prevent discrimination in compensation. There are now 30 States with legislation prohibiting differences in compensation based on sex, either through an equal pay law or a fair employment practices law. The Legislative Research Council of South Dakota is studying the problems of equal pay under a resolution of the State Legislature. The members of the Commission on the Status of Women presented their views.

PRIVATE ORGANIZATIONS

The American Nurses' Association testified before the House Subcommittee on Labor in favor of coverage of hospitals under the Fair Labor Standards Act and furnished supplemental statistical data requested by the Subcommittee. The Association also is requesting amendment of the National Labor Relations Act to require nonprofit hospitals to negotiate salaries and employment conditions with hospital workers.

The AFL-CIO National Auxiliaries have actively supported improvements in minimum wages and hours legislation and working conditions generally.

The International Association of Governmental Labor Officials actively supports enforcement of State laws establishing standards for the hours of work and working conditions of women and strengthening of State labor departments.

SECURITY OF BASIC INCOME

Certain divorced wives and widows and widows who remarry are provided more equitable treatment under the 1965 Social Security Amendments. The divorced wife of a retired, deceased, or disabled worker can qualify for wife's or widow's benefits if she had been married to the worker for at least 20 years and if he had been making "substantial" contributions to her support. A wife's benefits will not terminate if her divorce occurs after she became entitled to benefits, provided the marriage had been in effect for 20 years.

In addition, benefit rights as a wife or widow can be reestablished for a divorced woman who has remarried if the subsequent marriage has ended. A widow who remarries after age 60 will not lose her eligibility for benefits based on her deceased husband's account. She will receive 50 percent of the benefit her husband would have received, plus the excess, if any, of her benefit based on the earnings record of her current husband. The President's Commission on the Status of Women made a recommendation along these lines (see page 42 of American Women).

Extension of unemployment insurance coverage to approximately 4,650,000 workers is provided in Administration bills now pending in the 89th Congress. The following groups would be included under S. 1991 and H.R. 8282:

— employers of one or more workers (1.8 million workers now excluded);

— nonprofit religious, charitable, and educational organizations, with certain exceptions (1.7 million workers);

— agricultural processing workers whose work is essentially industrial (200,000 workers);

— farm workers on large farms; those with 300 man-days of hired farm labor in a quarter (700,000 workers); and

— workers who are nominally self-employed but really employees (250,000 workers).

These bills also establish Federal standards for determining attachment to the labor force and provide a new Federal benefit program for the long-term unemployed (those unemployed more than 26 weeks who have had at least 26 weeks of employment in the State base period and 78 weeks of employment in that period and the 2 preceding years). This proposed legislation would carry out several recommendations of the President's Commission on the Status of Women (see pages 42 and 43 of American Women).

State unemployment insurance laws have been amended by several States:

- Michigan covers firms employing one or more workers in at least 20 weeks in a calendar year, effective January 1, 1966.
- Hawaii has covered private-household workers who earn at least $225 in a calendar quarter.
- New York has extended coverage to domestic service in a private household where the householder pays $500 or more in a calendar quarter to all such employees.
- South Dakota extended voluntary elective coverage to employees of its political subdivisions, except for elective officials or employees of any common or independent school district.
- Wisconsin deleted the specific disqualification for individuals who leave work because of marital obligations.
- Idaho changed the marital obligation disqualification from ineligibility until the claimant has demonstrated her desire to work and her availability for work to a requirement that she earn eight times her weekly benefit amount. In addition, this legislation increased the period of disqualification of a pregnant female claimant from 6 to 12 weeks prior to the expected date of birth. A female claimant who voluntarily left her employment because of pregnancy is also disqualified from the date of leaving until she has received wages equal to eight times her weekly benefit amount following the birth; she may requalify within 6 weeks after the birth if she has become the main support of herself or her immediate family.
- Indiana, Minnesota, and Nevada enacted laws which increased disqualifications because of pregnancy or other marital obligations or because the claimant left employment to marry.
- Colorado liberalized its provision on work required to remove the marital obligation disqualification by including work outside the State. This legislation, however, also provides for denial of benefits and cancellation of all existing wage credits for those quitting to marry (irrespective of whether or not such marriage occurs subsequent to the separation) and those quitting under conditions involving personal reasons which are not considered under the laws as extenuating.

PRIVATE ORGANIZATIONS

The American Nurses' Association urges mandatory coverage of hospitals under the Federal-State unemployment insurance system. Only 9 percent of the nurses in the Nation's nonprofit hospitals currently are covered.

The International Association of Governmental Labor Officials advocates the extension of coverage and improved benefit payments under the Federal-State unemployment insurance system.

LEGAL STATUS OF WOMEN

That the Equal Protection Clause of the Fourteenth Amendment prohibits discrimination because of sex was held for the first time by a Federal Court.* In White v. Crook, the court declared unconstitutional the Alabama law which denies women the right to serve on juries. This is a sharp departure from a volume of decisions over the past century which have applied the Amendment to strike down discrimination for other reasons but not because of sex.

The Court declared that:

> Jury service is a form of participation in the processes of government, a responsibility and a right that should be shared by all citizens, regardless of sex. The Alabama statute that denies women the right to serve on juries in the State of Alabama therefore violated that provision of the Fourteenth Amendment to the Constitution of the United States that forbids any state to "deny to any person within its jurisdiction the equal protection of the law." The plain effect of this constitutional provision is to prohibit prejudicial disparities before the law. This means prejudicial disparities for all citizens--including women.

The decision is a major step forward in the implementation of the recommendation made by the President's Commission on the Status of Women that interested groups bring cases under court review to test the validity under the 5th and 14th Amendments of laws and practices that discriminate against women.

The decision in White v. Crook has broad implications. It establishes a base for litigation to attack discrimination because of sex in public education, public employment, and personal and property rights of married women. It also marks progress in achieving equal jury service for men and women in the States, another recommendation of the President's Commission on the Status of Women.

White v. Crook was decided February 7, 1966, by a three-judge Federal court in Alabama. The plaintiffs, men and women residents of Lowndes County and the Episcopal Society for Cultural and Racial Unity, challenged the constitutionality of juries from which Negroes are excluded by practice and women by statute. They were represented by the American Civil Liberties Union. The U.S. Department of Justice entered the suit as intervenor-plaintiff. The Attorney General of the State of Alabama has stated he will not appeal.

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* Because of its importance, this event taking place in 1966 has been included in our 1965 report.

Three International Conventions on Human Rights, two of which are of special importance to women, have been submitted to the Senate for its advice and consent to ratification. Now pending before the Senate Foreign Relations Committee are the UN Convention on the Political Rights of Women; the UN Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery; and the International Labor Organization Convention on the Abolition of Forced Labor. Both the Committee on Human Rights and the Committee on Women of the White House Conference on International Cooperation Year recommended that the Senate give its advice and consent to ratification of these Conventions.

Both Committees also recommended that the President transmit to the Senate, for its advice and consent to ratification, the ILO Convention on Discrimination in Employment and Occupation, the ILO Convention on Equal Remuneration for Work of Equal Value for Men and Women Workers, and the UNESCO Convention on Discrimination in Education. In addition, the Committee on Women recommended that the United States ratify the UN Convention on Nationality of Married Women and the UN Convention on Consent to Marriage, Minimum Age for Marriage, and Registration of Marriages.

The legal status of women was improved by 284 laws enacted by a number of State legislatures in 1965:

— Indiana, Oklahoma, and Wyoming repealed prohibitions against interracial marriages, thus leaving 16 States with such prohibitions.

— California increased powers of courts to order and enforce performance of support obligations of a father for his illegitimate child. California also made it a misdemeanor for a person to attempt to conceal a child in violation of the other party's custody rights.

— Georgia provided that a wife may secure an alimony court order for herself and children when her husband secures an out-of-State divorce. Georgia also rewrote a cumbersome marriage law establishing age requirements for marriage to permit males and females to marry without parental consent at 19. Formerly, when applicants for a marriage license were below the age of 21, notice had to be posted unless the parents of the female consented in person. Consent of the parents was required when the female was under 18.

— Indiana authorized the courts to order a father to provide all or some part of the education of a child beyond the 12th grade.

- North Carolina rewrote the entire chapter on the powers and liabilities of married persons, eliminating many discriminations against married women. For example, a wife may now execute a power of attorney affecting her real and personal property without the joinder of her husband and his acknowledgment.

- Oregon changed its law--stating that the husband was no longer responsible for the debts of his wife after her wrongful and willful separation or abandonment--to make neither spouse responsible for the debts contracted by the other after the wrongful separation of one spouse from the other.

- Texas enacted a law permitting a married woman to sue alone to recover her separate property.

Several significant changes, not necessarily improvements, were made in family law:

- Idaho provided that in case of divorce the community property is to be assigned to the respective parties in such proportions as the court deems just and reasonable. Formerly, the community property had to be divided equally between the parties except that the court could use its discretion in the division when the grounds were adultery or extreme cruelty.

- Massachusetts' dower and curtesy law has been rewritten, effective January 1, 1966, to change it from a common law type of dower or curtesy to one which attaches only to the real property owned by the decedent at death. While this type of law has merit in that it aids the free disposal of property, it permits the dissipation of the assets of the spouse owning the property without the other's knowledge.

Legal research and study, as recommended by the President's Commission on the Status of Women, was authorized by four States:

- Maine authorized an interim joint committee to study the desirability of a single court to handle divorce and other domestic matters, with special attention toward the establishment of trained personnel in marriage counseling, and to study other problems pertaining to the marriage structure.

- Massachusetts authorized investigations by the Judicial Council relative to providing that a divorce will act as a revocation of a previously made will, and relative to making private conversation between husband and wife admissible as evidence.

— Michigan created a special committee to study the domestic relations field of law and court procedure--including a review of divorce laws, the adequacy of child support and its effect on society both economically and socially, and the law on child custody and its effect on the stability of the family.

— Texas authorized a study by the Legislative Council and a citizens' advisory committee of laws which discriminate against women because of sex, to determine what changes can be made to give women freedom of action in the business and professional world and yet maintain the protective laws pertaining to working conditions, crime, and property.

Know Your Rights, issued by the Women's Bureau to enable more women to become aware of their legal position, has become a bestseller. About 100,000 copies have been distributed. Issuance of such a publication was recommended by the President's Commission on the Status of Women, and a number of State Commissions have recommended issuance of "Know Your Rights" publications for their States.

Are Marital Rights in Balance? was the theme of a seminar held at the Harvard Law School on October 9, 1965, by the National Association of Women Lawyers; the Women's Bureau, U.S. Department of Labor; the Massachusetts and Boston Bar Associations; and the Massachusetts Association of Women Lawyers. The seminar discussed the issues raised by American Women as to personal and property rights of married women. Similar seminars are being planned in other parts of the country.

PRIVATE ORGANIZATIONS

The American Civil Liberties Union helped to plan a Washington conference on international conventions and on human rights, sponsored by the Ad Hoc Committee for the Human Rights and Genocide Treaties. The conference and the sponsoring groups focused attention on the UN-sponsored Convention on the Political Rights of Women.

B'nai B'rith Women, the Young Women's Christian Association, and the Women's International League for Peace and Freedom are actively supporting ratification of the International Conventions on Human Rights.

The George Washington Law Review for December 1965 published an article "Jane Crow and the Law: Sex Discrimination and Title VII of the Civil Rights Act," which includes a discussion of equality of rights for women under the Constitution. Dr. Pauli Murray and Miss Mary Eastwood are the authors.

POLITICAL AND SOCIAL ACTION

Women in the 89th Congress numbered 12--2 in the Senate and 10 in the House of Representatives--a decrease from 13 in the 88th Congress and 19 in the 87th Congress, which had the largest number of women members. "Women of the 89th Congress" includes pictures and biographical sketches of each woman in the 89th Congress and other material.

Women in the State legislatures increased from 328 in 1961 to 370 in 1965. Women represented not quite 5 percent of the total membership of both houses of the legislatures in 1965. A table following this section shows the number of women serving in 1961 and in 1965 in each house in each State.

The Voting Rights Act of 1965 opens the way for enjoyment of the franchise by many more Americans, including many Negro women.

PRIVATE ORGANIZATIONS

The National Council of Catholic Women's seven regional institutes for leaders held in the summer of 1965 had as their theme "Ecumenical Encounters: Community in Action." The institutes stressed the role in community action programs of inter-faith groups.

The National Council of Jewish Women is sponsoring its third school for commity action. This year's subject is "Women on the Move." Institutes will be conducted on the local level by each of its 315 units. The program covers subjects such as the woman in poverty--her employment, consumer needs, and housing. Practical steps to be taken by Council members in working with women in poverty are set forth for discussion and action. The school grew directly out of the Council's involvement with WICS and the second school, "The Immovable Middle Class," which dealt with the problems of poverty and civil rights, and asked privileged middle-class women to take a close look at their attitudes and what part they can and do play in changing conditions.

The National Council of Negro Women has been contributing very effectively to the civil rights movement.

- As a member of the Council for United Civil Rights Leadership, it has given scholarship aid to over 70 students involved in social action.
- During 1965 "Wednesdays in Mississippi," under the aegis of the Council, sent 48 Northern women of stature and influence to

Mississippi in a "ministry of presence." These teams of women also participated in University of Mississippi classes designed for training school personnel for their role in school integration.

— A voter information and registration service was conducted in New York City in 1964 and 1965 in cooperation with Radio Station WMCA. A corps of 157 volunteers responded to over 10,000 calls from citizens of New York, Connecticut, Rhode Island, Massachusetts, New Jersey, and Eastern Pennsylvania. For this outstanding service, the Council has been presented an award by the American Heritage Foundation and has been nominated for the Lane Bryant Community Service Award.

— A voter information center was maintained in lower Harlem. Deprived and powerless citizens were tutored in literacy tests, instructed on voting procedure, and informed on issues. In cooperation with the Upper Manhattan Branch of the YWCA, teams of volunteers from 57 churches and organizations were trained and supplied with hundreds of thousands of pieces of literature to reach people block by block and door to door.

The National Council of Women's second Civil Rights Regional Workshop was attended by over 200 women leaders, representing 84 national and local organizations. The workshop, held in Washington on April 4 and 5, 1965, was devoted to analyzing the Civil Rights Act and devising ways and means of implementing its provisions. The Council also held a conference on Poverty's People in New York City on May 13 to give women leaders background on current issues relating to the elimination of poverty.

The Young Women's Christian Association has carried on a voter registration campaign, using the theme: Every Woman a Registered Voter. A kit of materials, including a "How-to-Do-it Guide for Organizations Conducting a Voter Registration Drive," was widely used by community and student associations. An award from the American Heritage Foundation was given the YWCA in recognition of this program.

A national public affairs seminar on "Women in Politics," conducted by the YWCA in May 1965, brought 125 women from all parts of the country. An effort was made to encourage women to serve as elected and appointed officials, to play a more active role as citizens participating in the creation of an informed and active electorate, and to volunteer their services in community organizations.

As a part of its education for public affairs program, special study has been made of the implications urbanization and cybernation will have on the lives of women and girls and to corollary concerns--conservation and recreation. A publication, "Community Action for Outdoor Recreation and Conservation," was published in 1965 as an outgrowth of a 1964 National YWCA Conference on outdoor recreation and conservation.

Eight hundred YWCA teams from all parts of the United States participated in a conference with the theme of "Youth in National and World Affairs." Major emphasis was given to civil rights, disadvantaged groups in our community, international cooperation, and sex morality and the changing roles of women. A program of study and preparation was carried on in Y-Teen Clubs throughout the country.

Civil rights and racial integration have been of utmost concern to the Y, both internally and in its programs for youth. A substantial sum of money has been set aside by the National Board to launch "a national assault on all aspects of racial segregation and token integration" in Association membership and staff, both volunteer and paid.

The College and University Division, with the help of foundation funds, is continuing its concentrated effort in human relations and civil rights. Special events of the National Student YWCA have included:

- Twelve spring vacation projects in 1965, including 601 participants in nine voter education and registration projects in Raleigh, N.C.; Louisville, Ky.; Columbia, S.C.; Petersburg and Charlottesville, Va.; and Rochester, N.Y.; and three tutorial projects in Pittsburgh, Pa.; Chapel Hill, N.C.; and Berkeley, Calif.

- In the summer of 1965, a National Human Relations Workshop was held in Chicago, Ill., to provide training for future campus and civil rights programs.

- In July and August of 1965 a project to aid desegregation in public schools was carried on in Jacksonville, Fla., and a preschool project in cooperation with the community YWCA was held in Houston, Tex.

Neighbors and Neighborhoods, a housing handbook, prepared by Margaret Fisher of the National Committee Against Discrimination in Housing, was published by the YWCA in the spring of 1965.

WOMEN IN STATE ELECTIVE OFFICES

STATE	SENATE Total Seats 1961*	SENATE Total Seats 1965	SENATE Women 1961	SENATE Women 1965	REPRESENTATIVES Total Seats 1961*	REPRESENTATIVES Total Seats 1965	REPRESENTATIVES Women 1961	REPRESENTATIVES Women 1965
TOTALS	1,862	1,894	34	35	5,909	5,963	294	335
Alabama		35	0	0		106	0	1
Alaska		20	0	0		40	1	1
Arizona		28	1	1		80	11	9
Arkansas		35	0	1		100	4	2
California		40	0	0		80	1	1
Colorado		35	3	1		65	7	4
Connecticut		36	4	3		294	46	45
Delaware	(17)	18	1	2		35	0	2
Florida	(38)	44	0	1	(95)	112	1	3
Georgia		54	0	0		205	0	2
Hawaii		25	0	1		51	2	2
Idaho		44	1	1	(59)	79	1	3
Illinois		58	2	0		177	5	7
Indiana		50	1	1		100	4	6
Iowa	(50)	59	0	0	(108)	124	4	5
Kansas		40	0	1		125	2	3
Kentucky		38	1	2		100	0	2
Louisiana		39	0	0	(101)	105	0	1
Maine	(33)	34	2	2		151	12	10
Maryland		29	1	2	(123)	142	5	9
Massachusetts		40	3	2		240	4	7
Michigan	(34)	38	0	0		110	4	6
Minnesota		67	0	0	(131)	135	2	3
Mississippi	(49)	52	0	0	(140)	122	3	4
Missouri		34	0	0	(157)	163	1	4
Montana		56	0	1		94	2	2
Nebraska	(Unicameral Legislature)				(43)	49	1	2
Nevada		17	0	0	(47)	37	1	4
New Hampshire		24	4	5		400	52	63
New Jersey		21	0	0		60	5	3
New Mexico		32	0	1	(66)	77	1	0
New York		58	1	0		150	3	4
North Carolina		50	0	1		120	4	5
North Dakota		49	0	0	(113)	109	3	3
Ohio	(38)	31	0	0	(139)	137	4	7
Oklahoma	(44)	48	0	0	(121)	99	0	2
Oregon		30	1	1		60	6	7
Pennsylvania		50	0	0	(210)	209	9	10
Rhode Island	(44)	46	1	0		100	3	4
South Carolina		46	0	0	(124)	123	2	0
South Dakota		35	0	0		75	3	3

	SENATE				REPRESENTATIVES			
	Total Seats		Women		Total Seats		Women	
STATE	1961*	1965	1961	1965	1961*	1965	1961	1965
Tennessee		33	0	0		99	3	2
Texas		31	1	1		150	3	1
Utah	(25)	27	0	0	(64)	69	5	5
Vermont		30	5	1		246	46	46
Virginia		40	0	0		100	3	3
Washington		49	1	1		99	9	10
West Virginia	(32)	41	0	1		100	4	2
Wisconsin		33	0	0	(100)	99	0	2
Wyoming	(27)	25	0	1	(56)	61	2	3

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*Figures in parentheses show the total number of seats in 1961 in those cases where the number of the seats was not the same as in 1965.

The figures on number of seats are found in The Book of the States, Supplement 1, for 1961 and 1965. The number of women was ascertained by Regional Directors of the Women's Bureau, since sex of members could not always be determined from name listed in the Supplements.

STATE COMMISSIONS ON THE STATUS OF WOMEN

While some of the results of the State Commissions' efforts have been incorporated into this report under the appropriate subject headings, much of what they have accomplished is still unreported. It is difficult to measure the effect of the investigations and recommendations made by the State Commissions on State Legislatures, and other institutions, and on women's and civic organizations in general. By focusing attention on their findings in such areas as education, employment, guidance and counseling, day care, consumer affairs, and civic and political responsibility, the Commissions have been responsible for awakening the public conscience and for pointing to ways in which needed action may be effected.

Perhaps most heartening of all is the rapidly growing realization that successful implementation of Commission recommendations calls for more than just pointing out what is wrong. Implementation demands the Commissions' intelligent and continuing participation in the areas where decisions are made, and the conscious use of techniques for the mobilization of support.

A progress report that attempts to portray the rate of development and spread of ideas must perforce use examples rather than numerical measures. Since it would be impossible to include in this report the full story of each Commission's contribution in terms of its own State's needs, the following brief summaries have been selected as representative of the broad scope of what is happening throughout the 45 States where Commissions have been established.

The Alabama GCSW has worked diligently for a law permitting women to serve on the State juries and has established a foundation for continuing efforts on this program in the next session of the Legislature. (See page 3 of Introduction and also section on Legal Status of Women.) This Commission also has encouraged an increasing number of women to seek appointive or elective positions in public life.

The Arizona Commission, established by Executive Order in 1965, had some organizational problems which delayed its active functioning. Its first full membership meeting was scheduled for January 1966.

The Arkansas Commission spearheaded the campaign for modernizing the State minimum wage legislation. Although the campaign was unsuccessful, a good basis was laid for further efforts at the next legislative session. The Governor's talent search for qualified women was continuing as the first woman to be appointed State

Commissioner of Revenue took office, a GCSW member. A preliminary report was published in November 1965.

The California Advisory Commission on the Status of Women was established by legislative action effective on September 17, 1965. An appropriation of $35,000 was made for the biennium. Two meetings have been held to date, and a 15-member advisory committee representing a variety of occupations and interests has been set up to assist the official membership established by law.

The Colorado Commission, established in December 1964, has worked in a very concentrated fashion. It held regional meetings in three key geographical areas, to allow its findings and recommendations to be discussed with a large number of local people, and then presented its Summary Report to the Governor on December 10, 1965, in Denver. Approximately 500 persons attended the presentation meeting. A more detailed report is now available from the office of the Governor.

The Delaware GCSW has been appointed by the newly elected Governor as a "continuing body." As a result of Commission action, a minimum wage law and a wage collection law were passed last session.

The Florida GCSW, having published its report in January 1966, has been commended and continued by the Governor. It is planning a series of area conferences to take the program to the women of the State and begin work on implementation of its recommendations. Interest sparked by the Commission's program has encouraged educators and volunteers to initiate special projects to improve both counseling of mature women and consumer education.

The Georgia GCSW sponsored an equal pay bill which has been introduced in the 1966 legislative session and is receiving encouraging support. Other legislative recommendations of the Commission presently pending are improvement in the child custody law and a "simultaneous death" act. A report of the Commission's work was published in April 1965.

The Hawaii GCSW held public meetings on several of the Islands for the discussion of subjects such as employment, education, and counseling of women. It published a Preliminary Report in July 1965. Eight delegates attended the national conference of Governors' Commissions in July 1965.

The Idaho GCSW held its first meeting in October 1965, and is currently preparing for a spring conference to be held in connection with the 75th Anniversary of the College of Idaho. This conference will be cosponsored by the Commission and the Women's Bureau, and will be highlighted by the participation of Miss Margaret Hickey, the Chairman of the Citizens' Advisory Council on the Status of Women.

In Illinois, the bill for continuation of the Commission as originally established by the Legislature with a $10,000 appropriation, was not approved in 1965. However, the Governor has appointed a Commission, which is currently seeking to implement the first Commission's recommendations, which were contained in a Report to the Legislature dated March 1965. A statewide conference is being planned for early spring, with a series of regional meetings to follow in the fall. Particular emphasis is being placed on passage of an effective State minimum wage law.

The Indiana Commission, in addition to holding a statewide conference, co-sponsored by the Women's Bureau and the State Department of Labor, at which the Commission's recommendations provided the focal point of the program, concentrated much of its activity on securing the passage of the first minimum wage law for this State. Although this measure did not include all the Commission's recommendations, it set a statutory minimum wage for both men and women.

The Iowa GCSW which issued a report in September 1964, has worked closely since then with State agencies, universities, and a broad range of women's groups in statewide and area conferences to inform the public of its recommendations and to secure cooperation in the program's implementation. In early January 1966 the Commission will sponsor a conference on Consumer Interests. It has also recently accepted responsibility for working with the State Manpower Development Council in reviewing project applications for Office of Economic Opportunity or Manpower Development and Training Act funds that have elements of special interest to women.

The Kansas GCSW, established in November 1964, was asked by the new Governor, who took office in 1965, to continue its work under the same leadership. The Commission held a well-attended conference on "Employment--Private and Government," and is preparing its progress report scheduled for publication in early 1966.

The Kentucky GCSW is taking an active interest in proposals to provide equal pay and to extend to men coverage of the existing minimum wage protection now applicable to women and minors which will be introduced during the 1966 session of the Legislature. The Commission's report is scheduled for publication early in 1966.

The Louisiana GCSW has been cooperating with State agencies in developing a special study of working women. The group is also considering special projects in the field of education. A report to the Governor is scheduled for early 1966.

In Maine, the Governor has named his recently revised Commission the "Advisory Council on the Status of Women," and stated that it should be a permanent part of the State's organizational structure. The Commission played a major role in 1965 in raising the level of the minimum wage and in securing an equal pay bill. In 1966 it will advise the Governor on the new women's Job Corps center authorized for Maine, and on many other problems and programs affecting women. The Commission's first report was submitted to the Governor in April 1965 and published several months later.

The Maryland GCSW, one of the most recently established, held a meeting at the Women's Bureau office in Washington, D. C., to get a comprehensive picture of other Commissions' activities and findings and of available resources. Committees have been organized and are well along in their explorations.

The Massachusetts Commission was established by the Legislature with an accompanying $10,000 appropriation. A public hearing was held to give the citizens of Massachusetts an opportunity to bring to the attention of the GCSW matters needing possible action. As a result, a bill endorsed by the Commission has been presented to exempt executive, administrative, and professional employees from the "hours law." The life of the GCSW has been extended by legislation to December 28, 1966.

The Michigan GCSW published its report, originally submitted to the Governor in October 1964, and then held five regional meetings around the State, to acquaint local people with the work of the Commission and to secure their cooperation in implementing recommendations. The Governor has asked the Commission to continue its work.

The Minnesota Commission has made a special effort to participate in launching needed projects, believing that its role is to bring the people concerned together and then to cosponsor programs with other organizations rather than to run them alone. Among the programs thus started in 1965 or in prospect for early 1966 were: (1) The Minneapolis Manpower Development and Training Act project for training and raising the status of household employees; (2) The Statewide Conference on Consumer Interests; and (3) The Conference, "Women on the Move," cosponsored with the Minneapolis Chapter of the National Council of Jewish Women. This Commission's final report was presented to the Governor in July 1965. A new Commission was appointed in September 1965 and has added committees on "The Citizen Volunteer," "The Legal Status of Minnesota Women," and "Roster of Qualified Women" (for appointive posts).

The Mississippi Commission, established by the Legislature, is undertaking a comprehensive study of employment and other opportunities open to women. The formation of this program came as a result of cooperative efforts among leaders of women's groups, civic organizations, and the news media.

The Missouri GCSW was appointed shortly after, and given impetus by, a successful campaign for an equal pay law by a statewide women's committee. The Commission presented an interim report to the Governor in January 1965, following its first statewide meeting held at the University of Missouri. Subcommittees are currently preparing to submit their more complete findings and recommendations in the spring of 1966. The Governor has given support to the Commission's program and asked it to continue.

The Montana GCSW, whose members were appointed in the fall of 1965, held its first organizational meeting shortly thereafter. It is making a special effort to elicit the cooperation and participation of some 500 local chapters of organizations in the State whose programs are related.

The Nebraska GCSW held a 2-day "retreat type" meeting in the fall of 1965, to orient new members and plan the Commission's work for the second round. Both the Governor and his wife were active participants in this conference. This Commission presented a preliminary report to the Governor in February 1965.

The Nevada Commission gave strong support to the campaign for an increase in the statutory minimum wage and its extension to men. The recommended law was approved, as were improvements in vocational education and basic adult education which also had been recommended by the Commission in its report of December 1964.

The New Hampshire Commission has completed its investigations and is scheduled to present its report to the Governor early in 1966. The Commission's attempt to amend the jury service law, which now has different provisions for men and women, was not successful during the last legislative session. However, another attempt will be made in 1967 if the Commission's recommendation that its life be extended in some form is approved.

The New Jersey GCSW is currently compiling the findings of its subcommittees in preparation for a report to the Governor scheduled for early spring. This group has encouraged qualified women to seek public elective or appointive office, and has prepared a roster of names. As a result of this, the Governor appointed one of the members as Registrar of Motor Vehicles.

In New York, a Committee on Education and Employment was established by the Governor; a report of its findings and recommendations was published in December 1964, and the Governor has announced that the recommendations are being implemented administratively through already existing agencies.

The North Carolina GCSW functioned actively on the legislative front, supporting an increase in minimum wage rates that was approved by the Legislature, and recommending the establishment of a permanent Commission on the Education and Employment of Women. (A report of these and other recommendations was presented to the Governor in November 1964.) This was approved, and the new Commission is actively at work.

The North Carolina Council of Women's Organizations (representing 34 statewide groups and over a half million women) has appointed a special committee to help the new seven-member Commission implement the recommendations in the first Commission's report.

The North Dakota GCSW had an especially high record of achievement in securing passage of its major proposals in the Legislature. It succeeded in obtaining an equal pay law, extending the existing minimum wage law to men, raising minimum wage rates, and improving radio, TV, and correspondence facilities in education. A report was submitted to the Governor in December 1964.

The Oklahoma GCSW's recommendation for passage of minimum wage and equal pay laws met with success although in a modified form. As reflected in the recommendation set forth in the preliminary report dated January 1965, the Commission is planning a program to correct some of the deficiencies of both these laws. The original Commission membership, which consisted entirely of women from 15 different areas, is now being strengthened by the addition of new members, including men.

In Oregon, members of the GCSW participated in a statewide conference co-sponsored by the Women's Bureau, the Oregon Bureau of Labor, and Portland State College, at which the return to the work force of mature women and the guidance and training of girls and women were special points of emphasis. A year-end report was presented to the Governor in August 1965.

The Pennsylvania GCSW has taken steps to increase the scope of participation in Commission activities by calling together representatives of statewide organizations in which women predominate. This has resulted in the establishment of a committee which represents 46 different groups and which serves as a two-way channel for making the Commission aware of local problems and for implementing its recommendations.

This Commission's report, for the printing of which the Legislature recently appropriated $10,000, is scheduled to be presented to the Governor early in 1966.

The Rhode Island Commission was instrumental in establishing a Degree Program at the Providence Campus of the University of Rhode Island designed to meet the needs of women who could attend only part time. The time allowed for a bachelor's degree was extended to about 5 years and flexibility was introduced at other much-needed points. The program developed as the result of the Status of Women Conference at the University.

The South Carolina Commission is participating in the annual statewide conference on the Status of Women. Committee chairmen will give preliminary reports on their findings. The Commission is also supporting a proposal that is pending to permit women to serve on State juries.

The South Dakota Commission met with success in its efforts to secure better vocational education facilities. Its recommendation for an equal pay law, which was not successful in the last legislative session, has since been studied thoroughly (as a result of GCSW support) and a new law is currently before the House awaiting action. The Commission also was a major force in securing the passage of enabling legislation which permits the State to take advantage of Federal funds for expanding day care and foster home care for children, and care for unwed mothers. It has put much emphasis on insuring that Indian children and adults alike are brought into the education, employment, Head Start, Job Corps, and similar programs. The Commission presented an interim report to the Governor in December 1964.

The Tennessee Commission's report, submitted to the Governor in March 1965, has been widely distributed and well received by interested Tennesseans. A series of area conferences is now being planned to further publicize the Commission's findings and to discuss implementation with State organizations.

The Utah Committee was successful in having its recommendations for improving minimum wage orders accepted, and although its original equal pay bill was not passed, it did succeed in having incorporated in the Fair Employment Practice Act a provision establishing the principle of equal pay. This Commission was also particularly successful in encouraging the Governor to appoint qualified women to policymaking State positions. Among women recognized by the Governor were two members of the Utah Committee, one going to the Utah Legislative Council; and one as the first woman appointee to the five-member State Building Board. In addition, one woman was appointed to the State Human Relations Committee, one to the Commission on Uniform State Laws, and several to Boards of Trustees of institutions of higher learning. A progress report was submitted to the Governor in December 1964.

The Vermont GCSW held a statewide conference at Middleburg at which matters to be explored by the subcommittee were discussed. At the Governor's direction, and shortly after the establishment of the Commission, a complete survey was made of the State Civil Service. As a result, the Governor issued an order that women be given equal consideration for appointment and promotion for all State jobs.

The Virginia Commission taped and ran a 30-minute television show on the Status of Women in Virginia, and also secured excellent newspaper and TV coverage for the Commission's activities in general.

The Washington State GCSW was the first to print a report (December 1963), which was then made available throughout the country. This Commission is working in the field of guidance and counseling, where it recognized the need for great improvement at an early date.

The West Virginia Commission cooperated with the State Department of Labor, the AFL-CIO, and other interested groups in a successful legislative campaign that led to the enactment of an equal pay law. A similar effort to promote minimum wage legislation was defeated by a narrow margin, and the Commission plans to continue to work toward this objective during the coming session. A report was submitted to the Governor in November 1964.

The Wisconsin Commission, which was asked by the newly elected Governor to continue its work under the same leadership, held its second statewide conference. It is currently making plans for cosponsoring a local conference at each of the nine branches of the State University so that more people may have a part in deciding the Commission's program. The Commission plans to cosponsor a conference on "Women on the Move" with the Milwaukee Section of the National Council of Jewish Women and is playing an active part in current discussions within the State concerning the effect of Title VII on Wisconsin's laws covering the employment of women. The Commission's first major report was presented to the Governor in March 1965.

The Wyoming Commission, established by proclamation of the Governor on November 26, 1965, is the newest of the 45 Commissions. It has held its first meeting and is currently in the organizational stage.

INTERNATIONAL DEVELOPMENTS

The United Nations Commission on the Status of Women held its eighteenth session at Teheran, Iran, March 1-19, 1965, with Princess Ashraf Pahlavi, Honorary Chairman of the High Council of Iranian Women, as Chairman.

Two resolutions of particular interest were adopted. One called on the UN Secretary-General to organize a series of regional seminars on civic and political education of women, designed to help women learn how to use their rights and responsibilities as citizens and to help them acquire the skills needed for participation in community activities. The other, on family planning, was adopted without a dissenting vote and was the first resolution on this subject to be adopted by a member body of the UN Economic and Social Council.

Considered by the Commission was the UN Secretary-General's major report on "The Legal Conditions and Effects of Dissolution of Marriage, Annulment of Marriage, and Judicial Separation."

A United Nations' Seminar on the participation of women in public life was held in Ulan Bator, Mongolia, in August 1965. The U.S. Representative on the UN Commission on the Status of Women was present as an observer.

Commissions to study the status of women have been established in Denmark and Nepal, and one authorized in Japan. The Danish Commission, chaired by Mrs. Edel Saunte, Copenhagen's mayor for Public Health and Hospitals, has 48 other members from all walks of life and a secretariat of five. It was given the task of "investigating the position of women in society, and, on the basis of its findings, to draft appropriate proposals, possibly in the form of legislation, with the purpose of creating a real equal status for women within all facets of society." Queen Ratna is the Chief Patron of the Nepal Commission and Mr. Kirti Nidhi Bista, Vice Chairman of the Council of Ministers, is Chairman.

After a German translation of American Women was made available to all members of the Parliament of the Federal Republic of Germany, a bill was passed directing the Government to study the status of women. The bill was sponsored by women members of the legislature of all parties. The Government agencies concerned are consulting with women's groups, and it is expected that the reports will be presented to the Parliament this spring.

The International Labor Organization at its 49th session in June 1965 adopted a recommendation on the employment of women with family responsibilities. It stressed nondiscrimination and development of services needed by such women. Special attention was given to the counseling, training, and other needs of women entering or reentering employment after an extended absence.

The International Labor Organization called a meeting of consultants on Women Workers' Problems in September 1965 to make recommendations with respect to (1) vocational guidance and training needs of girls and women, (2) ILO action in relation to the economic and social advancement of women in developing countries, and (3) the application of ILO standards relating to women's employment. The Director of the U.S. Women's Bureau served as a member of this panel.

The Committee on Women of the National Citizens' Commission on International Cooperation stressed the importance of international cooperation in improving the status of women in a report presented on November 30, 1965, at the White House Conference on International Cooperation.

"Through international cooperation, women of countries, cultures, and backgrounds in every region of the world can move forward to the ultimate goal of a world without want and the attainment of peace through understanding," the report pointed out.

In recommending means of achieving this goal, the Committee gave top priority to U.S. ratification of the international convention relating to women, which, the report stated, would give major impetus to raising the standards of human rights for women around the world. (See page 40, "Legal Status of Women.")

The Committee also recommended fuller utilization of womanpower in international agencies and increasing support from the United States and voluntary organizations for multilateral and bilateral governmental and privately supported programs designed to improve educational, political, economic, social, and legal status of women. Equal access to training, education, and job opportunity, and nondiscrimination in employment were stressed.

The Committee also urged the United States to continue assistance to other countries, upon request, to establish Women's Bureaus and Status of Women Commissions.

PUBLICATIONS REFERRED TO IN THE TEXT

I. From the United States Government

One copy may be obtained free from the Department preparing the publication, except that publications of the President's Commission on the Status of Women and the Citizens' Advisory Council on the Status of Women may be ordered from the Women's Bureau, U.S. Department of Labor. Quantity supplies may be ordered at the prices shown from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Publications for which no price is listed may be obtained only from the Department listed.

Special Assistant to the President for Consumer Affairs,
Washington, D.C. 20506:

- The Most for Their Money. 1965. No charge.

U.S. Department of Labor, Bureau of Employment Security,
Washington, D.C. 20210:

- Health Careers Guidebook. 1965. $1.50. (No free copies available.)
- Job Guides for Young Workers. 1965. 45 cents.

U.S. Department of Labor, Bureau of Labor Statistics,
Washington, D.C. 20212:

- Counselor's Guide to Occupational and Other Manpower Information. 1965. 50 cents.

U.S. Department of Labor, Women's Bureau, Washington, D.C. 20210:

- President's Commission on the Status of Women. American Women. Report of the Commission. 1963. $1.25.
- Citizens' Advisory Council on the Status of Women. Equal Employment Opportunities for Women Under Title VII of the Civil Rights Act of 1964. 1965. No charge.
- Clerical Occupations for Women--Today and Tomorrow. Bull. 289. 1964. 35 cents.
- Committee on Women of the National Citizens' Commission on International Cooperation. Report. 1965. No charge.
- Future Jobs for High School Girls. Pamphlet 7, revised 1965. 30 cents.

Job Horizons for College Women in the 1960's. Bull 288. 1964. 30 cents.

Job Training Suggestions for Women and Girls. Leaflet 40. 1965. 10 cents.

Know Your Rights. Leaflet 39. 1965. 15 cents.

New Approaches to Counseling Girls in the 1960's. 1965. 30 cents.

Progress and Prospects. Report of the July 1965 Conference of Governors' Commissions on the Status of Women. 1965. No charge.

Trends in Educational Attainment of Women. January 1965. Fact Sheet on Trends in the Educational Attainment of Women. May 1965. No charge.

What About Women's Absenteeism and Labor Turnover? 1965. No charge.

Women of the 89th Congress. 1965. 25 cents.

Equal Employment Opportunity Commission, Washington, D.C. 20506:

Guidelines on Sex Discrimination Provisions of Title VII of the Civil Rights Act of 1964. 1965. No charge.

Federal Power Commission, Washington, D.C. 20426:

National Power Survey. 1965. Part I. $2.00. Part II. $2.50. (No free copies available.)

U.S. Department of Health, Education, and Welfare, Children's Bureau, Washington, D.C. 20201:

Child Care Arrangements of the Nation's Working Mothers. Preliminary Report. 1965. No charge.

U.S. Department of Health, Education, and Welfare, Food and Drug Administration, Washington, D.C. 20201:

State and Local Food and Drug Programs. 1965. No charge.

U.S. Department of Health, Education, and Welfare, Public Health Service, Washington, D.C. 20201:

The Health of Women Who Work. Public Health Service Publication No. 1314. 1965. 30 cents.

II. From State Commissions on the Status of Women

In many cases, only limited quantities of State Commission reports were reproduced; copies are available while supply lasts.

We would suggest that persons requesting copies of reports for which there is no charge enclose 50 cents in stamps or coin to cover the cost of mailing.

Summaries of recommendations in the State Commission reports may be obtained without charge from the Women's Bureau, U.S. Department of Labor, Washington, D.C. 20210.

Arkansas Governor's Commission on the Status of Women. Arkansas Women. Preliminary Report. November 1965. Mrs. Charlotte Gardner, Director of Beautification, Arkansas Planning Commission, Game and Fish Commission Building, Capitol Mall, Little Rock, Ark. 72201. No charge.

Colorado Governor's Commission on the Status of Women. Summary Report. 1965. Office of the Governor, State Capitol Building, Denver, Colo. 80202. No charge. (The complete report is available at $2.00 a copy.)

Delaware Governor's Commission on the Status of Women. Delaware's Women Today. Preliminary Report. July 1964. Mr. E. Charles Stump, III, Assistant Secretary, Hercules Powder Company, 910 Market Street, Wilmington, Del. 19801. No charge.

Florida Governor's Commission on the Status of Women. Women in Florida. Progress Report. January 1966. Mrs. Aleene Kidd, Office of the Governor, State Capitol, Tallahassee, Fla. 32301. No charge.

Georgia Governor's Commission on the Status of Women. Report. April 1965. Mrs. Mamie K. Taylor, 1137 Briarcliff Road, NE., Atlanta, Ga. 30306. No charge.

Hawaii Governor's Commission on the Status of Women. Preliminary Progress Report 1965. (Does not include recommendations.) Mrs. Mary Ellen Swanton, 7250A 15th Avenue, Honolulu, Hawaii 96816. No charge.

Illinois Governor's Commission on the Status of Women. Report on the Status of Women. March 1965. Mrs. Harriette Wolf, Superintendent, Division of Women's and Children's Employment, Illinois Department of Labor, 160 North La Salle, Room 1400, Chicago, Ill. 60615. No charge.

Iowa Governor's Commission on the Status of Women. First Report. September 1964. Mrs. Betty Talkington, Secretary, Governor's Commission on the Status of Women, Iowa Federation of Labor, 900 Paramount Building, Des Moines, Iowa 50309. 50 cents.

Maine Advisory Council on the Status of Women. (Formerly Governor's Commission on the Status of Women) Maine Women. April 1965. Mrs. Ruth L. Crowley, Assistant Attorney General, State Capitol, Augusta, Maine 04330. No charge.

Michigan Governor's Commission on the Status of Women. Report. October 1964. State Human Resources Council, Hollister Building, Lansing, Mich. 48933. 50 cents.

Minnesota Governor's Commission on the Status of Women. Minnesota Women. Report. July 1965. Mrs. Mary Lou Hill, Governor's Office, State Capitol, St. Paul, Minn. 55101. $1.00.

Missouri Governor's Commission on the Status of Women. Interim Report. (Does not include recommendations.) January 1965. Mrs. Robert Leigh, 318 Annandale Lane, Ballwin, Mo. 63011. No charge.

Nebraska Governor's Commission on the Status of Women. Preliminary Report. February 1965. Mr. William E. Dougherty, Director of Employment, State Department of Labor, 550 South 16th Street, Lincoln, Nebr. 68508. 25 cents.

Nevada Governor's Commission on the Status of Women. Tentative Report. December 1964. Mrs. Hope Roberts, Roberts House, 780 Forest Street, Reno, Nevada 89502. (No longer available.)

New York Governor's Committee on the Education and Employment of Women. New York Women and Their Changing World. December 1964. Executive Chamber, State Capitol, Albany, N.Y. 12224. No charge.

North Carolina Governor's Commission on the Education and Employment of Women. (Formerly Governor's Commission on the Status of Women) The Many Lives of North Carolina Women. November 1964. University Extension Service, 218 Abernethy Hall, Chapel Hill, N.C. 27515. No charge. Reports of the various Committees (Employment; Education; Citizen Participation; Health, Family, and Welfare; Voluntary Organizations and Expanded Services; Special Problems of Minority Women; Protective Labor Legislation; Social Insurance and Taxes; Civil and Political Rights) are available from the same office, at 25 cents each.

North Dakota Governor's Commission on the Status of Women. New Horizons for North Dakota Women. December 1964. Mr. Art McKinney, Administrative Assistant, Governor's Office, Bismarck, N. Dak. 58501. No charge.

Oklahoma Governor's Commission on the Status of Women. Preliminary Report. January 1965. Mrs. Ettamae Reed, Vice Chairman, State Board of Public Affairs, 306 Oklahoma State Capitol, Oklahoma City, Okla. 73105. No charge.

Oregon Governor's Committee on the Status of Women. Year-End Report. August 1965. Mrs. Gertrude Houk Fariss, Director, St. Helen's Hall, Portland, Oreg. 97223. No charge.

South Dakota Governor's Commission on the Status of Women. Interim Report. December 1964. Office of the Governor, State Capitol, Pierre, S. Dak. 57501. (No longer available.)

Tennessee Governor's Commission on the Status of Women. Women in Tennessee. March 1965. Mrs. Mary T. Shields, Executive Secretary, Governor's Commission on the Status of Women, 114 State Office Building, Nashville, Tenn. 37219. No charge.

Utah Governor's Committee on the Status of Women. Interim Report. December 1964. Mrs. Edith S. Shaw, 785 Juniper Drive, Logan, Utah 84321. (No longer available.)

Washington Governor's Commission on the Status of Women. Report. December 1963. Copies may be obtained by writing: Governor's Office, Olympia, Wash. 98501, and enclosing a self-addressed, 7" x 10" envelope and 25 cents in stamps.

West Virginia Governor's Commission on the Status of Women. Report. January 1965. Mrs. John Scott, State Department of Personnel, Charleston, W. Va. 25311. No charge.

Wisconsin Governor's Commission on the Status of Women. Wisconsin Women. First Major Report. March 1965. Dr. Kathryn F. Clarenbach, Director, Education of Women, University of Wisconsin, 126 Langdon, Room 211, Madison, Wis. 53706. 50 cents.

III. Other Sources

Administrative Management Society. Women Administrators at Work. In Journal of Administrative Management, May 1965. Administrative Management Society, Willow Grove, Pa. 19090.

American Association of University Women. Women's Education. American Association of University Women, 2401 Virginia Avenue, NW, Washington, D.C. 20037. $2.00 a year.

American Nurses' Association. The Nation's Nurses. American Nurses' Association, 10 Columbus Circle, New York, N.Y. 10019. $1.00.

Bowman, G.W. and others. Are Women Executives People? Survey of Attitudes of 2,000 Executives. In Harvard Business Review, July-August 1965. Harvard Graduate School of Business Administration, Soldiers Field, Boston, Mass. 02163.

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Margaret Morrison Carnegie College. A Faculty-Student Dialogue on Group Guidance for Undergraduate Women. 1965. To obtain, write Betty J. Lloyd, Assistant Dean, Carnegie Institute of Technology, Pittsburgh, Pa. 15213.

Murray, Pauli, and Eastwood, Mary O. Jane Crow and the Law: Sex Discrimination and Title VII of the Civil Rights Act. In George Washington Law Review. December 1965. George Washington Law Review, Washington, D.C. 20006. $2.00.

National Education Association, 1201 16th Street, NW, Washington, D.C. 20036. Wanted: More Women in Educational Leadership. National Council of Administrative Women in Education. 1965. $1.50.
Teacher Supply and Demand in Universities, Colleges, and Junior Colleges, 1963-64 and 1964-65. $2.25.

National Council of Jewish Women, 1 West 47th Street, New York, N.Y. 10036. The Immovable Middle Class; Learning Is Living; and Women on the Move. $1.00 each.

Phi Chi Theta. Tape of a panel discussion on career development. For rental information, write: Mrs. Jessie Erickson, Executive Secretary of Phi Chi Theta, 718 Judah Street, San Francisco, Calif. 94122.

Secretary-General of the United Nations. The Legal Conditions and Effects of Dissolution of Marriage, Annulment of Marriage, and Judicial Separation. 1965. United Nations Secretariat, United Nations Plaza, New York, N.Y. 10017. No charge.

Unitarian Universalist Women's Federation. Lifetime Planning and Continuing Education for Women. A "program planner." 1965. Unitarian Universalist Women's Federation, 25 Beacon Street, Boston, Mass. 02108. 20 cents.

University of California Extension. A series of 12 half-hour television programs entitled: Choice-Challenge for Modern Women.
Syllabus-Discussion Guide. Available from: Dept. WO, University of California Extension, 10851 Le Conte Avenue, Los Angeles, Calif. 90024. $2.00.
Video Tapes. For rental information, write: Miss Donna Lee Smith, University Extension Media Center, University of California, Berkley, Calif. 94704.

Young Women's Christian Association of the USA, 600 Lexington Avenue, New York, N.Y. 10022.
Community Action for Outdoor Recreation and Conservation. $1.00.
How-to-Do-it Guide for Organizations Conducting a Voter Registration Drive, National Public Affairs Committee, National Board, YWCA. (Item in a voter registration kit. Price to be set shortly.)
Neighbors and Neighborhoods. Margaret Fisher. National Committee Against Discrimination in Housing, YWCA. 1965. $1.50.

State Commissions on the Status of Women

State	Governor	Chairman
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[1] Advisory Commission on the Status of Women
[2] Advisory Council on the Status of Women
[3] Governor's Committee on Education and Employment has completed its work and reported to the Governor
[4] Governor's Commission on Education and Employment
[5] Governor's Committee on the Status of Women